

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Victoria Flores <Victoria-Flores@scusd.edu>
Date: Friday, April 12, 2019 at 1:26 PM
To: Elizabeth Sterba <Elizabeth-Sterba@scusd.edu>
Cc: Sherrie Boggess <SherriBo@scusd.edu>
Subject: voicemail

Hi Elizabeth –
I just wanted to confirm that I received your email from 4/11 stating you will be participating in the SCTA strike.
I hope all is going well today at Sloat.
Take care –
Victoria

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
(916) 752-3643 (cell)
Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

The information contained in this e-mail is intended only for the individual or entity to which it is addressed. Its contents (including any attachments) may contain confidential and/or privileged information. If you are not an intended recipient you must not use, disclose, disseminate copy or print its contents. If you receive this e-mail in error, please notify the sender by reply e-mail and delete and destroy the message.

From: [Cancy McArn](#)

To: [Jorge Aguilar](#)

[Lisa Allen](#)

[Iris Taylor](#)

[Raoul Bozio](#)

[Alex Barrios](#)

Date: 4/12/2019 10:33:27 AM

Subject: FW: Thank You

Hi,

There are quite a few messages from principals, similar to the one below. Yesterday's convening with central office was very much needed and appreciate. Great feedback coming from staff on allowing for that time, space, and message.

Since I am not sure if we'd be able to pull principals together today, as they have so much going on as they try to resume and create some normalcy on their campuses, I wonder if something should be drafted and come from the Supt - similar to the this morning's message that went out to all staff (which was excellent), but specifically for our principals/assistant principals. They were rock stars yesterday!

Take Care,
Cancy

Cancy McArn | Chief Human Resources Officer
Sacramento City Unified School District
5735 – 47th Avenue | Sacramento, CA 95824
(916) 643-7474 cancy-mcarn@scusd.edu

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-----Original Message-----

From: Cancy McArn
Sent: Friday, April 12, 2019 10:28 AM
To: Daniel McCord <Daniel-McCord@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>
Subject: RE: Thank You

Hi,

Thanks so much Daniel - we will definitely convey that to the teams! Principals did an AMAZING job! We are so very fortunate to have such a strong sense of community and pulling together in times of need. Thanks for all you do and have a wonderful spring break.

Take Care,
Cancy

Cancy McArn | Chief Human Resources Officer Sacramento City Unified School District
5735 – 47th Avenue | Sacramento, CA 95824
(916) 643-7474 cancy-mcarn@scusd.edu

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-----Original Message-----

From: Daniel McCord
Sent: Thursday, April 11, 2019 6:16 PM
To: Iris Taylor <Iris-Taylor@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>
Subject: Thank You

Iris and Cancy--I wanted to thank both of you and your teams for the many, many hours of strike preparation. It helped ease the stress of the day greatly. In fact, the day went incredibly well.

Please thank your teams for me.

Daniel

Sent from my iPad

From: [Jorge Aguilar](#)
To: [Iris Taylor](#)
[Alex Barrios](#)
Date: 4/11/2019 6:24:51 PM
Subject: RE: Email to principals

Thanks Iris! Please see below and send to our principals. Please make sure Mai Xi and Victoria are aware and ready to support sites. Thanks!

Dear Principals,

Let me begin by expressing my deepest appreciation for your leadership during these unprecedented and challenging times. Today, I witnessed and heard numerous reports from Board members and the staff who supported you of the ways that you organized your staff members under the most difficult circumstances to ensure students were taught in welcoming and safe learning environments. As you move into Friday, I know the difficult work of rebuilding relationships and community are at the forefront of your thoughts and concerns and I want to make sure we support you in this work. In the aftermath of today's strike, we are anticipating that sites may need support for our students as well as the adults who may be experiencing an array of feelings and emotions as they try to make sense of today's events. Our SEL and Student Support Services teams stand ready to assist you. All you need to do is reach out to Mai Xi Lee or Victoria Flores for support and they will send out staff who can assist. This afternoon we debriefed today's events with the Serna team that supported your school sites and we have planned a similar debrief with principals for Wednesday August 24th during the already scheduled principals meeting. In the meantime, I encourage you to share your experiences and reflections with me. I welcome hearing from you.

Sincerely,

Jorge A. Aguilar

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/11/2019 1:30:23 PM
Subject: FW: Sac City Unified Board President Calls for "Cease Fire" Agreement

FYI—This was sent to all news media a few minutes ago. Keeping everyone in the loop. Thank you.

From: Alex Barrios
Sent: Thursday, April 11, 2019 1:15 PM
To: Alex Barrios
Subject: Sac City Unified Board President Calls for "Cease Fire" Agreement

FOR IMMEDIATE RELEASE
April 11, 2019

CONTACT: Alex Barrios
(916) 752-3705

Sacramento City Unified School Board President Jessie Ryan Calls for a "Cease Fire Agreement" *Asks the parties to come together to save Sacramento schools*

SACRAMENTO, CA—Sacramento City Unified Board of Education President Jessie Ryan this afternoon released the following statement:

Today's strike by Sacramento City Teachers demonstrates the complexities of the fiscal crisis we are in and the emotions on all sides.

Because so many of our families in our high poverty school district don't have the option of keeping their children home, today, our schools have remained open. We are focused on ensuring the health, safety and nutrition of our students. We appreciate the many individuals who are working today to not have our kids become the casualties of our conflict. We are also grateful that this is a one-day strike and that tomorrow we can turn our attention back to the difficult work of saving our schools from a state takeover.

Teachers are the heartbeat of our schools and we need them back in the classroom. We hear their message that without a solution more disagreement and unrest is likely.

While we hear them, we also need them to hear us so that together we can solve this fiscal crisis and unite to save our schools with smart solutions.

When this day ends, we will take a pause, be thankful, and be emotionally exhausted. But we will wake up with a renewed commitment to solving this problem by working with a diverse group of partners -including labor, business, community, and elected officials - who believe our students deserve more than strikes and a state takeover. We understand that we must fight for adequate funding for our schools and help lead the battle for education equity in this state right here in Sacramento where we serve the neediest students in our region.

Today, I'm asking for "cease fire agreement" so that we can focus on solving the fiscal problems between now and the June 30th deadline to adopt the budget. This would also ensure no disruptions during graduations as we await arbitration decisions and establish a new path to long-term sustainable partnerships.

I'll announce more on the work of this coalition tomorrow. Today it's about keeping our kids safe, healthy and strong.

#####

From: [Mary HardinYOUNG](#)

To: [Lisa Allen](#)

[Iris Taylor](#)

Date: 4/6/2019 2:29:24 PM

Subject: FW: SCUSD SEIU MEMBERS KNOW YOUR RIGHTS ON UPCOMING TEACHER STRIKE

Attachments: SCUSD-KnowYourRights_v2.pdf

ATT00001.htm

From: Mary HardinYOUNG
Sent: Saturday, April 06, 2019 2:28 PM
To: Mary HardinYOUNG
Subject: FW: SCUSD SEIU MEMBERS KNOW YOUR RIGHTS ON UPCOMING TEACHER STRIKE

From: Karla Faucett <Karla-Faucett@scusd.edu>
Date: April 6, 2019 at 8:24:10 AM PDT
To: "karla-faucett@scusd.edu" <karla-faucett@scusd.edu>
Subject: SCUSD SEIU MEMBERS KNOW YOUR RIGHTS ON UPCOMING TEACHER STRIKE

Good morning members-
We have worked diligently to put together facts for our members to know. Please read the attached and/or below.

Thank you,
Karla
Chapter President SCUSD SEIU Local 1021

Frequently Asked Questions

How long is the Teacher's strike?

The SCTA has announced a one-day ULP strike to take place on April 11.

What is a ULP strike anyway?

A ULP strike, like the one the teacher's have announced, is a protest over unfair labor practices and is considered protected activity under state law.

Can I refuse to cross the teachers' picket lines?

YES. You have a constitutional right to not cross the picket line. California's courts have repeatedly affirmed workers' rights to participate in sympathy strikes. If you are told otherwise by the School District, immediately report it to your union steward or chapter leader.

Can I be legally disciplined or fired for refusing to cross the picket line or participating in a sympathy strike?

NO. Honoring another union's peaceful picket line is protected, and it is illegal to retaliate against you for doing so.

Do probationary employees have a right to honor the picket line?

Probationary employees have the same rights to honor picket lines as permanent employees. It is illegal to discipline or terminate an employee because of union activity. Because probationary employees do not typically have access to the contract grievance procedure, the Union would have to address any illegal discipline or intimidation through the Public Employee Relations Board (PERB). Please document and report to the Union any intimidation that you may be subjected to by the District or its agents.

What about our contract's No Strike Clause?

Article 23 does not prohibit sympathy strike nor waive your individual constitutional right to honor a picket line.

My supervisor wants to know if I will be coming to work when the strike happens. What should I do?

You don't have to tell your supervisor in advance if you plan to honor the picket line. You have the right not to be intimidated or interrogated about strike.

I want to honor the teachers' picket lines. What should I do on the day of the strike?

Wear your purple and report to the picket line at your worksite.

If I honor the picket line will I lose pay or benefits?

If you participate in the strike you will not be paid for the day. However, there will be no break in health benefits or service credits.

What if I do go to work and I am being asked to take on additional responsibilities during the strike. What should I do?

You should not be doing teachers' work. Per the Education Code, classified staff should not be supervising or instructing students without a teacher or other credentialed staff present. Report any unsafe or unlawful situations immediately to your union steward or chapter leader.

If you have questions, please email Karla Faucett (karla.faucett@seiu1021.org) or Mike Breverly (mike-breverly@scusd.edu) .

John Stead-Mendez
Executive Director

SEIU Local 1021

510.350.4527

KNOW YOUR RIGHTS

Sacramento City Unified Teachers' Strike



Frequently Asked Questions

How long is the Teachers' strike?

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If you have questions, please email Karla Faucett (karla.faucett@seiu1021.org) or Mike Breverly (mike-breverly@scusd.edu).

From: [Tiffany Smith-Simmons](#)

To: [Cancy McArn](#)

[Christina Villegas](#)

[Cindy Nguyen](#)

[Jake Hansen](#)

[Monica Garland](#)

[Roxanne Findlay](#)

Date: 4/26/2019 10:25:58 AM

Subject: RE: IMPORTANT - Staff attendance verification required by NOON 04/26

Thanks Cancy.

Is there follow up needed from us?

Yours In Partnership,

Tiffany

Tiffany Smith-Simmons, Ed.D. | Human Resources Director
Sacramento City Unified School District

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To learn more about Sacramento City Unified School District, please visit our website www.scusd.edu

From: Cancy McArn

Sent: Thursday, April 25, 2019 5:56 PM

To: Christina Villegas <ChrisVi@scusd.edu>; Cindy Nguyen <Cindy-Nguyen@scusd.edu>; Jake Hansen <Jake-Hansen@scusd.edu>; Monica Garland <MonicaGa@scusd.edu>; Roxanne Findlay <Roxannfi@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>

Subject: FW: IMPORTANT - Staff attendance verification required by NOON 04/26

Importance: High

Hi,

FYI

From: Elliot Lopez <Elliot-Lopez@scusd.edu>
Sent: Thursday, April 25, 2019 5:04 PM
To: Principals-All <Principals-All@scusd.edu>
Cc: Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>; Tu Moua <Tu-Moua@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>
Subject: IMPORTANT - Staff attendance verification required by NOON 04/26
Importance: High

















Dear Principal:

Thank you for the continued hard work!

The district is currently reconciling staff attendance recorded during the work stoppage of 04/11. In order to ensure that this information is complete, your review and verification of attendance data is required by noon on Friday, 04/26. Please refer to your local attendance records while using the following procedure to complete the verification process:

1. [Click here](#) to access staff attendance information submitted by your school to the district. A separate file is provided for each school. Please ensure that you and/or your staff are logged in to Google Drive using your district credentials in order to view the files.

Shared with me > Work Stoppage Attendance Forms - IT > Staff Attendance Validation > K-8 S

| Name | Owner | Last modified | ↓ | File |
|--|-------------|---------------------------------|---|------|
|  445 JOHN H. STILL - K-8  | John Garcia | 4:00 PM Jay Elmquist | | — |
|  138 MARTIN L. KING JR ELEMENTARY  | John Garcia | 3:59 PM Rhonda Rode | | — |
|  173 ALICE BIRNEY WALDORF - K-8  | John Garcia | 3:50 PM Roxanne Cruz Jeffers... | | — |
|  111 JOHN MORSE THERAPEUTIC  | John Garcia | 3:45 PM Roxanne Cruz Jeffers... | | — |
|  420 ROSA PARKS MIDDLE SCHOOL  | John Garcia | 3:36 PM John Garcia | | — |
|  350 GENEVIEVE DIDION ELEMENTARY  | John Garcia | 3:36 PM Roxanne Cruz Jeffers... | | — |
|  151 LEONARDO da VINCI ELEMENTARY  | John Garcia | 3:20 PM John Garcia | | — |
|  010 A. M. WINN - K-8  | John Garcia | 2:50 PM John Garcia | | — |

2. Two tabs are included in each file. The "Assigned Staff" tab includes a list of all staff with an assignment at your school, as exported from the Escape system. The "Unmatched Records" tab includes the names of any staff included in the scanned paper file(s) submitted to the Strike Team by your school, but which do not appear to have an assignment at your school, or who are not present in the Escape system.

| | | | | |
|-----|--|------------------|---------------------|--|
| 46 | | | | |
| 47 | | | | |
| 48 | | | | |
| | | | | |
| + ≡ | | Assigned Staff ▾ | Unmatched Records ▾ | |

Please review the list of staff included in each tab in your school's file and confirm that a "Present" or "Absent" entry is accurately reflected in the Attendance column (Column H) for each employee. If the field is blank, please provide the

correct information for the given employee – all staff “Present” and “Absent” must be noted explicitly.

| F | G | H |
|----------|--------------|--------------|
| Descr | Barg Unit Id | Attendance ▾ |
| H. STILL | SEIU | Present ▾ |
| H. STILL | SCTA | Absent ▾ |
| H. STILL | SCTA | Absent ▾ |

- For each recorded absence, please confirm that a reason is provided in the “Report Reason for Absence” column (Column I). Please do not leave the field blank, as it will be used as the basis for determining if salary adjustments are required for each employee.

| H | I |
|--------------|---------------------------|
| Attendance ▾ | Report Reason for Absence |
| Absent ▾ | Strike |

- For each absence, please enter the name of the substitute assigned to backfill for the absent employee in the “Substitute Name” column (Column J). Indicate whether the substitute was present for a “Full” or “½ Day” in the “Full or ½ Day” column (Column K). Please do not leave this field blank.

| I | J | K |
|---------------------------|-----------------|-----------------|
| Report Reason for Absence | Substitute Name | Full or 1/2 Day |
| PN | | Full |

- When all employee attendance information has been completed and verified, notify your Instructional Assistant Superintendent via email. Please be sure to copy striketeam@scusd.edu on the notification message.

Accurate staff attendance data is vital to understanding the breadth of our recent work stoppage, and to ensuring that payroll and other district processes can be executed successfully. Your partnership in collecting and certifying the accuracy of this critical information is truly appreciated.

Please contact your Instructional Assistant Superintendent with any questions.

Thank you,
Elliot

Elliot Lopez
Chief Information Officer
Sacramento City Unified School District

5735 47th Avenue - Box 808
Sacramento CA 95824
916-643-7900 | <http://www.scusd.edu>

From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
To: [Alex Barrios](#)
Date: 4/11/2019 12:22:21 AM
Subject: Google Alert - sacramento city unified school district

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sacramento city unified school district

As-it-happens update April 11, 2019

NEWS

Sacramento City Unified Families Brace For One-Day Strike

CBS Sacramento

SACRAMENTO (CBS13) — Families of the 42,000 students in the **Sacramento City Unified School District** are bracing for a one-day strike as the ...

[What you need to know about Sacramento teachers strike on Thursday](#) - ABC10.com KXTV

[Sacramento's Largest School District is Bracing for a One-Day Teachers Strike](#) - FOX40

[Thousands of Sacramento teachers ready to walk off the job](#) - KCRA Sacramento

[Full Coverage](#)

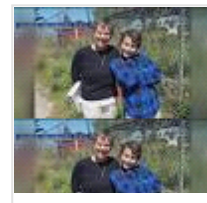


[Flag as irrelevant](#)

Parents And Teachers Prepare For Strike

CBS Sacramento

Families of the 42,000 students in the **Sacramento City Unified School District** are bracing for a one-day strike as the Teachers Association says the ...



[Flag as irrelevant](#)

Suspicious aid

Sacramento News & Review

A **Sacramento** nonprofit that serves refugees and immigrants has been use its grant to train 20 teachers in the San Bernardino **City Unified School District** ... Students at San Bernardino **City schools** are 95 percent nonwhite and 88 ...



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From: [The Sacramento Bee <news@news.sacbee.com>](mailto:news@news.sacbee.com)
To: [Alex Barrios](#)
Date: 4/11/2019 4:08:35 PM
Subject: A union show of force: Teachers from around California rally with Sacramento educators

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THE SACRAMENTO BEE



Daily Afternoon Bulletin



EDUCATION

A union show of force: Teachers from around California rally with Sacramento educators

More than 1,500 Sacramento teachers were joined Thursday by counterparts from around California in a massive rally outside the south...




OPINION

Student perspective: Don't blame Sacramento teachers. The district isn't interested in our needs


As the Sacramento City Teachers Association strikes against what it alleges are unfair labor practices, students are frustrated by a school...


Fimco : Fimco
Skid Sprayer



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SACRAMENTO KINGS

Kings shake-up: What we know, what we don't as Vlade cleans house

The Kings, coming off their most successful season in more than a decade, didn't waste any time in looking to the future. Less than 12 hours...



SACRAMENTO KINGS

Who will coach the Kings? Five leading candidates Vlade Divac might be looking at

With Thursday's ouster of head coach Dave Joerger, the Kings and general manager Vlade Divac are in the market for a new leader, and social...



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CRIME

Islamic center gets all-clear in south Sacramento after suspicious envelope deemed safe

Students from a south Sacramento Islamic school were briefly evacuated Thursday after a suspicious envelope was found at the adjacent Masjid...



LOCAL

Body recovered from Sacramento River, authorities say

A dead body was located in the Sacramento River near the Pocket neighborhood Thursday morning, Sacramento Fire Department officials said....




24G
PROTEIN

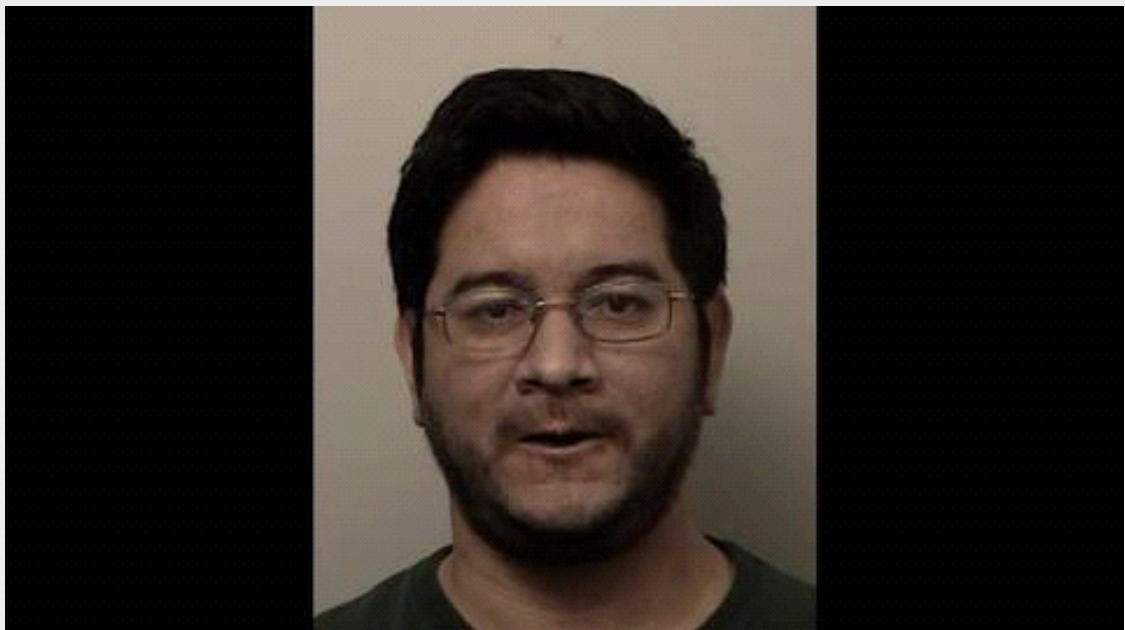
1G
CARBS

CUT THE CARBS
CUT THE CALORIES
Lose The Weight

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CRIME

El Dorado High School teacher arrested on suspicion of having sex with underage student

The El Dorado County Sheriff's Office arrested a high school teacher Thursday following reports of sexual assault from one of his former...



FIRES

'The weakest link': Why your house may burn while your neighbor's survives the next wildfire

The sky was turning orange and the embers were flying from the Camp Fire when Oney and Donna Carrell and Donna's father sped away from their...



FIRES

What's the wildfire risk in your community? Check here

Communities throughout California are have high risks for wildfire destruction. Search this database to see how many homes and residents are...



GOVERNMENT

Devin Nunes' lawsuits put spotlight on his attorney's suspension, GOP defamation lawsuits

When Rep. Devin Nunes appeared on Fox News to announce his defamation lawsuit against Twitter and a parody account, "Devin Nunes' cow," he...



SAN FRANCISCO 49ERS

Reports: 49ers host official visits with possible first-round picks in NFL Draft

Nick Bosa visited the 49ers' facility Thursday, according to a report from NFL Network, roughly two weeks before he could officially join...

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From: [Lisa Allen](#)
To: [Mary HardinYOUNG](#)
Date: 4/9/2019 1:52:59 PM
Subject: RE: Sac City Teachers Association - Budget crisis

Thank you.J

From: Mary HardinYOUNG
Sent: Tuesday, April 09, 2019 1:45 PM
To: Lisa Allen <Lisa-Allen@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>
Subject: FW: Sac City Teachers Association - Budget crisis

See below, shared by James Eder at Didion.

From: James Eder
Sent: Tuesday, April 09, 2019 1:42 PM
To: Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>
Subject: FW: Sac City Teachers Association - Budget crisis

Just wanted to share this with you....J

From: [REDACTED]
Sent: Tuesday, April 9, 2019 12:56 PM
To: James Eder <James-Eder@scusd.edu>
Subject: FW: Sac City Teachers Association - Budget crisis

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Hi Mr. Eder!

Please see below from the Dept. of Education Superintendent. J

[REDACTED]

From: Lupita Cortez Alcala
Sent: Tuesday, April 9, 2019 12:43 PM
To: [REDACTED]
Cc: Tony Thurmond <TThurmond@cde.ca.gov>; Ryan Calbreath <RCalbreath@cde.ca.gov>
Subject: Re: Sac City Teachers Association - Budget crisis

Hi [REDACTED], thank you for reaching out. Sac City USD is personal to me too, I've lived in Sacramento 20 years and would love to see this district lead the state in excellent academics, sports and post secondary education matriculation. I've included the State Superintendent so that he reads your email. Thank you again. Lupita

Sent from my iPhone

On Apr 9, 2019, at 9:51 AM, [REDACTED] wrote:

Hi Lupita,

My name is [REDACTED] and I work in PSD, Facilities. I've submitted Contracts and you recently signed off on the 18/19 Fleet Acquisition Plan.

I had a quick question for you. Is there anything you or Tony can do to help the Sacramento City Teachers Association get the contract signed by the Sac City Superintendent?

This budget crisis is a huge concern for our kid's because the sports and other activities will be eliminated. This year they implemented the Flag Football team and the boys and girls loved being a part of this new team and they had so much fun!

Thanks for listening to our concern as I'm speaking on behalf of a lot of other parents.

[REDACTED]
CDE – Facilities Management
1430 N Street, Ste. 1601
Sacramento, CA 95814
916.323.9587

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Roxann Mekus [<mailto:roxann@alwaysshomenursing.com>]

Sent: Thursday, April 11, 2019 9:25 AM

To: Rebecca Wall <Rebecca-Wall@scusd.edu>

Cc: Julie Beehler <julieb@alwaysshomenursing.com>; Action Home Distribution <Action@alwaysshomenursing.com>; Tami Cisneros <Tami-Cisneros@scusd.edu>; Victoria Flores <Victoria-Flores@scusd.edu>; Kathryn Brown SPED <Kathryn-Brown@scusd.edu>

Subject: Re: Logistics for 4/11/19

We are continuing to hold staff at all sites until informed otherwise. Please let us know if anyone is uncovered. We staff able to move around.

Roxann

Sent from my iPhone

On Apr 11, 2019, at 7:01 AM, Rebecca Wall <Rebecca-Wall@scusd.edu> wrote:

Excellent. Thanks so much!

Thank You,

Rebecca Wall
Health Services Technician
Health Services Department – Box 764
Sacramento City Unified School District
(916) 643-7963

Have you read our [Wellness Policy](#)?

Username: saccity Password: public

[Got TDap?](#)

[Heal thy Fundraising Ideas!](#)

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and remove email immediately after reading. If you received this email in error, please notify the sender and delete the email from your folder. These actions are critical to maintain confidential records, protect the student's privacy and to comply with HIPAA and FERPA regulations.

From: Julie Beehler [<mailto:julieb@alwayshomenursing.com>]
Sent: Thursday, April 11, 2019 6:11 AM
To: Rebecca Wall <Rebecca-Wall@scusd.edu>
Cc: Action Home Distribution <Action@alwayshomenursing.com>; Roxann Mekus <roxann@alwayshomenursing.com>; Tami Cisneros <Tami-Cisneros@scusd.edu>; Victoria Flores <Victoria-Flores@scusd.edu>; Kathryn Brown SPED <Kathryn-Brown@scusd.edu>
Subject: Re: Logistics for 4/11/19

Rebecca, Yes Cabrillo nurse will cover Sam Brannan at lunch. I did already have that covered for you!

Sent from my iPhone
Julie Beehler, RN
Nursing Supervisor
Action Supportive Care Services

On Apr 11, 2019, at 6:05 AM, Rebecca Wall <Rebecca-Wall@scusd.edu> wrote:

Thanks Julie! Can you please confirm that the nurse at John Carrillo will also cover the Sam Brannan Student today? Roxann shared that she could, but I don't think I ever followed up with an email so I wanted to double check.
Thanks!

- Rebecca Wall
Sent from my iPhone

On Apr 11, 2019, at 5:54 AM, Julie Beehler <julieb@alwayshomenursing.com> wrote:

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Thank you Rebecca. Action staff in place and prepared for changes.
Action Supervisors: Roxann Mekus, Brenda Marcial, Jennifer Butler and myself on hand out in the field; please call us direct as needed. Action staff directed to report directly to supervisors and we will inform you of changes as they occur.

Roxann: 916-693-3474
Julie: 916-693-1744
Brenda: 916-500-8168
Jennifer: 916-350-0358

ACTION SUPERVISOR HOTLINE:
916-500-1171

Thank you!

Sent from my iPhone
Julie Beehler, RN
Nursing Supervisor
Action Supportive Care Services

On Apr 10, 2019, at 3:48 PM, Rebecca Wall <Rebecca-Wall@scusd.edu> wrote:

Hello Action Team!

Thank you so very much for all your support in providing coverage for our students tomorrow. To help with communication during the day, here is the Health Services Communication Flow for 4/11/2019. We will be here all day, and answering phones as quickly as possible.

- Main Line: (916) 643-9412
 - Checking in on Student Attendance
 - General Health Services Questions
- Tami Cisneros, Health Services Coordinator (916) 643-9152
 - Specific Health Questions related to student care
 - Appropriate tasks for agency staff to perform in the absence of their student
- Rebecca Wall, Health Services Technician (916) 643-7963, (916) 606-8551
 - Scheduling questions
 - Technical support

Below are some expectations and resources for agency staff during this strike. Please share with all staff who are working at our school sites tomorrow (Thursday 4/11/19).

**SCUSD Health Services
(916) 643-9412**

Agency healthcare professionals are expected to...

- *Arrive at assigned SCUSD site on time- typically, the healthcare professional is scheduled to arrive 15 minutes before the scheduled shift and to depart at end of shift.*

- Please do not allow hours to exceed those hours previously approved without authorization from your agency or SCUSD Health Services Department administrator.
- Sign in upon arrival at school site and sign out when leaving school site, noting the name of the agency and arrival /departure times.
- Pick up student's health binder from office staff and review promptly *-before assuming care of student.*
 - Document **ALL** nursing care including first aid, on district-approved forms in binders or available in Health Office.
- Communicate effectively with your agency clinical supervisor and SCUSD Health Services Department staff by notifying them of any changes to shift schedule(s) such as being late or absent.
 - ***Please call and check in with Health Services (916-643-9412) at the start of your shift to confirm whether the student you are there to care for is present or not.***
 - If student is not present, SCUSD and/or your agency may redeploy you to serve at another site.
 - If you are not redeployed, please remain on campus and see what you can do to assist the site within the scope of your position. This is an all hands on deck scenario, and you should be actively engaged in working during the times you are not supporting your student, or if your student is not present.
- Communicate effectively and professionally during all encounters, including encounters with students, parents, emergency replacement personnel (substitute teachers), school office staff, campus monitors, security personnel, custodians, and nutrition services staff.
- Avoid negative interactions with Sacramento City Teachers Association (SCTA) members participating in the work stoppage.

- Report any negative interactions with SCTA members to your agency **and** SCUSD Health Services Department as soon as time and safety allow *-not in the presence of student(s), though.*
- ALWAYS remain POLITE, OBJECTIVE, and HELPFUL.
- **CELL PHONE USE:**
 - **Appropriate** use includes calls or texts:
 - § Emergencies (911)
 - § Urgent student situations
 - § Medication reference guide apps
 - § Contacting agency clinical supervisor or SCUSD Health Services Department
 - § Accepting an urgent call from home and/or child's school or daycare
 - **Inappropriate** uses include:
 - § Social calls
 - § Social media
 - § "Googling" or texting unrelated to shift assignment

Additionally, agency healthcare professionals may want to contact the school site in advance and/or drive by the school site prior to Thursday, April 11, 2019 to locate alternate entrances and available parking to avoid encounters with SCTA members participating in the work stoppage.

Diabetes Resources:

April K-8 2019
Carbohydrate Count
Breakfast and Lunch

- [April Breakfast CHO Counts](#)

- [April Lunch CHO Counts](#)

Secondary April 2019 **Carbohydrate Count**

Breakfast & Lunch at Middle, Small **High, & High Schools**

- [Middle Breakfast CHO Counts](#)
- [Middle Lunch CHO Counts](#)
- [Small High Breakfast CHO Counts](#)
- [Small High Lunch CHO Counts](#)
- [High School Breakfast CHO Counts](#)
- [High School Lunch CHO Counts](#)

Thank You,

Rebecca Wall
Health Services Technician
Health Services Department – Box 764
Sacramento City Unified School District
(916) 643-7963

Have you read our [Wellness Policy?](#)

Username: saccity Password: public

[Got TDap?](#)

[Heal thy Fundraising Ideas!](#)

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From: [Rose Lazuardi](#) <[REDACTED]>
To: [Jessie Ryan](#)
Date: 4/11/2019 4:19:01 PM
Subject: Re: Parent letter - SCUSD Strike

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Jessie Ryan
SCUSD Board President,

As a parent in the SCUSD school district, I wish to express my full support for the teachers. Please honor the contract, in full, that was agreed to. As parents, we gathered in support for the teachers in 2017 and an agreement, with the mayor's assistance, was made. It is a clear violation, in bad faith, and costly not only to litigate the contract, but also to stall this **long** for its implementation.

Our teachers are the front line for our children and they must be supported. It saddens me that I am standing outside **again** in 2019 fighting for the exact same rights of the students and for teachers, who in good faith, did not strike in 2017. It is embarrassing for our district to have elected representatives and a Superintendent not honor a contract and also put student needs below the administration's fiscal priorities and excess. Additionally, you are doing the parents and students a disservice by making videos slandering teachers who are asking for better working conditions, more support staff, and fair pay. These requests are overdue.

As an auditor and accountant, upon review, it is clear to me that previous years' expenditures and surplus were not spent on our children, teacher salaries, or value added classroom expenditures. There is evidence of clear fiscal mismanagement of our taxes and incoming grants. There needs to be a shifting of priorities before there is a greater deficit.

First, you need to honor the contract agreed to in 2017. Second, you need to put health benefit savings in a specific Fund that can **only** be used for the classroom (according to the contract terms) -- not in the General Fund for bailing the District out of a deficit caused by fiscal irresponsibility. Third, you need to meet with and hear the SCTA's proposals to reduce the deficit. Fourth, you need to show up at negotiations and stop further stalling tactics. And most importantly, you need to listen to your constituents and hear our concerns, including clearly communicated public sessions. I hope the Board understands the majority of parents in SCUSD fully support our teachers' concerns, which are our **own**. If we don't have a voice, then you are ignoring our children's education.

Sincerely,

Rose Lazuardi
SCUSD parent and concerned constituent

From: [Mail Delivery Subsystem <mailer-daemon@googlemail.com>](mailto:mailer-daemon@googlemail.com)
To: [Alex Barrios](#)
Date: 4/11/2019 3:31:03 PM
Subject: Delivery Status Notification (Failure)
Attachments: Undeliverable: District issues post-strike statement honoring "cease fire" agreement

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From: [Mail Delivery Subsystem <mailer-daemon@googlemail.com>](mailto:mailer-daemon@googlemail.com)
To: kyamamura@sacbee.com
Date: 4/11/2019 3:31:03 PM
Subject: Undeliverable: District issues post-strike statement honoring "cease fire" agreement
Attachments: District issues post-strike statement honoring "cease fire" agreement

Message not delivered

There was a problem delivering your message to
kyamamura@sacbee.com. See the technical details below.

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/11/2019 3:29:39 PM
Subject: District issues post-strike statement honoring "cease fire" agreement

Dear News Media Outlets,

The Sacramento City Unified School District issued the following statement this afternoon after the conclusion of the one day teachers strike:

District Administrators and Board Members spent today visiting school sites meeting with and listening to our students, educators, staff and families. The message we heard from our community was clear—they do not want to be caught in the middle of a fight between leaders of the SCTA and District. While our community understands we have a \$35 million budget deficit and are at risk of state takeover, they w ----- Message truncated -----

From: [EdSource <edsource@edsource.ccsend.com>](mailto:edsource@edsource.ccsend.com)
To: [Gloria Chung](#)
Date: 4/15/2019 1:29:51 PM
Subject: More new teachers in pipeline, but California falling short in producing fully qualified ones

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April 15, 2019

EdSource Today



More new teachers in pipeline, but California falling short in producing fully qualified ones

By Louis Freedberg, *EdSource*

About half of new teachers hired in California classrooms are not fully credentialed.

[Read more](#)

Podcast: This Week in California Education



On Wednesday, hundreds of teachers and parents for and against charter schools made their voices heard at the State Capitol before the Assembly Education Committee, as expected, passed three bills that would substantially curb charter school growth.

This week we discuss prospects for the bills and how they may or may not align with the forthcoming recommendations by the Charter Task Force convened by State Superintendent of Public Instruction Tony Thurmond at the request of Gov. Gavin Newsom.

Also, with the state fund to assist districts with school construction projects running out of money, legislators are considering putting two state bonds on the state ballot in 2020 and 2022. We talk with Jeff Vincent, co-director of the Center for Cities + Schools at UC Berkeley, who is urging legislators to give school districts with small tax bases and low-income homeowners a bigger share of the state grants. His recent research shows how wealthy districts are getting the lion's share.

[Listen now](#)

Our picks from other sources

A day after strike, Sacramento City Unified teachers union offers to meet with district

By Sawsan Morrar, [*The Sacramento Bee*](#), April 12

Report: Progress made to increase number of youth working, in school in San Diego County

By Gary Warth, [*The San Diego Union Tribune*](#), April 14

Madera Unified's robotics team is No. 1 in the world. Its toughest challenge is yet to come

By Cresencio Rodriguez-Delgado, [*The Fresno Bee*](#), April 15

Are teachers unions helping or hurting schools? Here's what the newest research tells us

By Matt Barnum, [*Chalkbeat*](#), April 15

Some experts have a new idea to help students afford college: more federal loans

By Mikhail Zinshteyn, *[The Hechinger Report](#)*, April 12

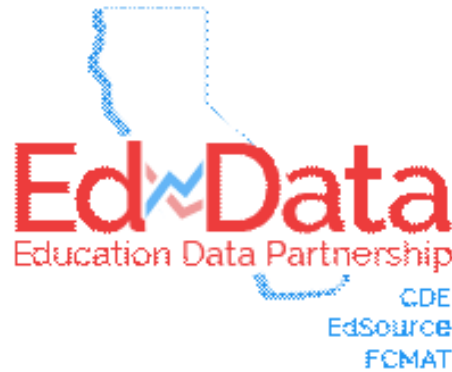
Will Child-Care Services Help Recruit Teachers? Oklahoma District Aims to Find Out

By Marva Hinton, *[Education Week](#)*, April 12

New on Ed-Data

Now find 2017-18 financial data and comparisons for every school district in California, including detailed revenues and expenditures.

Also, check out the new cohort graduation, dropout and UC/CSU eligibility graphs. [Read more here.](#)



Also of Interest

Promising signs of math achievement in San Francisco

One of the most debated policies following California's adoption of Common Core math was San Francisco's decision to require all students to take the same math courses in middle school leading to Common Core Algebra I no earlier than 9th grade. Parents protested their kids would be denied a chance to take Calculus by 12th grade. But a new brief by Joel Knudson of the California Collaborative on District Reform shows promising results, with far fewer students repeating Algebra I. By doubling up math courses later in high school, more students are taking pre-Calculus, Calculus or Advanced Statistics before graduating – with signs of closing the performance gap of African American and Latino students. Still to come: following this year's senior into higher ed. To read the brief, [go here.](#)

2019 California School-Based Health Conference

The California School-Based Health Alliance (CSHA) and the L.A. Trust for Children's Health are hosting the [2019 California School-Based Health Conference: Advancing Wellness & Best Practices for the Future](#), at the Crowne Plaza Redondo Beach and Marina Hotel in Redondo Beach on May 9-10.



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Sent
by
edsource@edsource.org

From: [Nathaniel Browning](#)
To: [Lisa Murawski](#)
Date: 4/10/2019 9:28:58 AM
Subject: Re: [REDACTED]

Good morning,

Yes. Perhaps it would be helpful to send your questions and comments first. Also, early next week might be difficult considering all hands are on deck for the strike through this week, and next week is spring break were many Serna staff will be out [REDACTED]. Additionally, it might be best to arrange a series of Board 2bys rather than schedule something for just you and Member Garcia considering all Members are interested in understanding and solving the problem. It also might be best reserved for a Board Learning Session instead. Thoughts?

THANKS!

Nathaniel

"CONFIDENTIALITY NOTICE: This communication may contain privileged (confidential) information only for use by the intended recipient(s) including student, personnel, deliberative process, attorney-client, work product and other privileged information protected under state and federal law. Unless you are the intended addressee, you may not use, copy, disclose, or distribute privileged information (or any privileged information as attachments) to anyone. Unauthorized use or dissemination of privileged information, regardless of the means of transmission, is subject to civil action and/or criminal penalties. If you received this communication in error, please notify the sender by reply e-mail or by telephone and delete the communication. Thank you for your cooperation."

From: Lisa Murawski <Lisa-Murawski@scusd.edu>
Date: Tuesday, April 9, 2019 at 11:07 PM
To: Nathaniel Browning <Nathaniel-Browning@scusd.edu>
Subject: RE: children's center - fee-based program - update?

Thanks -

can I ask another Q - I want to request a meeting early next week with the new budget folks to go over questions. I can send the questions in advance. I would like to know more of what they are working on and make sure the requests we have asked John and Terri to look at in the past are being included. I also have some other questions based on conversations with some very sharp/experienced community members.

I am guessing Leticia would be interested as well based on what I know about her interest in budget and solving the problem. Just wanted to let you know so I can tailor my request or whatever you think would be best. Please lmk.

Lisa

From: Nathaniel Browning
Sent: Tuesday, April 09, 2019 11:01 PM
To: Lisa Murawski
Subject: Re: children's center - fee-based program - update?
I just inquired and will let you know

Thanks!

Nathaniel

On Apr 9, 2019, at 10:57 PM, Lisa Murawski <Lisa-Murawski@scusd.edu> wrote:

Hi Nathaniel!

Do we have an update on children's center fee-based programs? Staff was going to review the survey results and let us know...

thanks,

Lisa

From: [Clift, Theresa <tlclift@sacbee.com>](mailto:tlclift@sacbee.com)
To: [Alex Barrios](#)
Date: 4/9/2019 7:58:41 AM
Subject: Re: Issue with SacBee article

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Fixing now.

On Tue, Apr 9, 2019 at 6:50 AM Alex Barrios <Alex-Barrios@scusd.edu> wrote:

Hi Theresa—Good morning. I hope you are well. I want to raise an issue I saw with today's SacBee article about the impending teacher strike. Near the end of the article you present my statement but do not identify me by my full name or title with the District. The reader may be confused about who "Barrios" is given that I'm not mentioned anywhere else in the article. I know it's been an issue in the past when John Borsos and I are both quoted in the same article because of the similarity in the spelling of our names. While I would certainly love for readers to be left with the impression that John Borsos is stating the strike is "unnecessary", that would not be accurate and I am hoping you can help update the article this morning so this is more clear. Thank you.

Sent from my iPhone

--

Theresa Clift

City of Sacramento reporter

The Sacramento Bee

Desk: (916) 321-1090

Cell: [REDACTED]

Twitter: @tlclift

From: [Alex Barrios](#)

To: [Tu Moua](#)

Date: 4/12/2019 9:44:04 AM

Subject: Re: End of week message

Thanks Tu!

Sent from my iPhone

On Apr 12, 2019, at 9:36 AM, Tu Moua <Tu-Moua@scusd.edu> wrote:

Sent from my iPhone

Begin forwarded message:

From: Tu Moua <Tu-Moua@scusd.edu>

Date: April 12, 2019 at 9:15:53 AM PDT

To: Belinda Bridgewater <Belinda-Bridgewater@scusd.edu>, Cindy Hollander <Cindy-Hollander@scusd.edu>, Cyndi Swindle <Cyndi-Swindle@scusd.edu>, Eracleo Guevara <Eracleo-Guevara@scusd.edu>, Gino Dobrescu <Gino-Dobrescu@scusd.edu>, Irene Eister <IreneEi@scusd.edu>, Judy Montgomery <Judy-Montgomery@scusd.edu>, Laura Butler <Laura-Butler@scusd.edu>, Lorena Carrillo <Lorena-Carrillo@scusd.edu>, Marla VanLaningham <Marla-VanLaningham@scusd.edu>, Neng Her <Neng-Her@scusd.edu>, Samantha Holmes <Samantha-Holmes@scusd.edu>, Shannon Henry <Shannon-Henry@scusd.edu>, Stephanie Shaughnessy <Stephanie-Shaughnessy@scusd.edu>, Susan Gibson <Susan-Gibson@scusd.edu>, Sylvia Silva-Torres <Sylvia-Silva-Torres@scusd.edu>, Terry Smith <Terry-Smith@scusd.edu>, Yee Yang <Yee-Yang@scusd.edu>

Subject: FW: End of week message

Happy Friday Everyone,

Thank you all, so very much, for an outstanding day of leadership and courage yesterday! I also appreciated the texts throughout the day. Like many of you, I was exhausted when I got home, and must have slept 10 hours! Today, I am renewed with the energy of a bright and sunny day, and with the hope of repair, love, and joy.

I'm forwarding Superintendent's email sent this morning, as well as including the district's post strike message for you to read:<https://www.scusd.edu/post/district-issues-post-strike-statement>

As your Friday progresses, if you are able to capture pictures of smiles and/or have stories of joy to share, please share them with me (Thank you, Gino, for sharing your story). Let's share our JOY with one another!
Have a superb Friday!

With Love and Gratitude,
Tu

From: Superintendent
Sent: Friday, April 12, 2019 8:14 AM
To: Superintendent
Subject: End of week message

Dear Colleagues,

I am grateful to everyone for being back again today ready to work and serve our students.

To our team members who were at schools yesterday serving students, particularly those with great needs, thank you from the bottom of my heart for stepping up to provide for them. It was a great honor to meet some of you throughout the day. For our team members who are coming back to work this morning, I want to personally welcome you back. I am grateful that you are back in our classrooms and working with our students. I recognize our schools and classrooms are so much more than just places to learn. Our schools and classrooms are safe havens for many kids who do not have one. And, our staff and teachers are like family to our children. The important role our teachers play in students' lives inspires me.

Please know that our District, from the Board of Education on down, is committed to fully respecting and supporting your hard work, whether that be in the classroom, the bus yard, the central office or any other department. Fully recognizing that our budget crisis has made it so much more difficult for us to be able to take a step back and just say thank you for the work you are doing, I am committed to ensuring that Sac City Unified charts a course toward long-term fiscal sustainability.

I remain optimistic that the future is bright for our schools and District. I say this because our community is coming together to help us find a way to work together toward solutions to our fiscal challenges. Local organizations from labor, business, elected officials and community leaders, are all ready to advocate for more funding for our schools so we can begin piecing together a plan to avoid a state takeover this year.

It is my hope that yesterday we closed a chapter in the history of our District. Today, I want to continue writing the next chapter of our story. I will actively seek ways to rebuild trust between us and each other, fully recognizing that there is still so much for us to learn on our life-long learning journey.

Welcome back and thank you again for being here today!

Sincerely,

Jorge A. Aguilar

From: [Victoria Flores](#)
To: [Iris Taylor](#)
Date: 4/23/2019 9:42:24 AM
Subject: RE: Principals' Meeting and Work Stoppage Debrief
Attachments: EAP flyer (2).pdf
30 Self Care Ideas.docx

Hi Iris –

Do you still need Student Support staff for this debrief?

I have asked staff to be on stand-by, however so far I only have Jacqueline, Tami and myself who are available.

Aliya will be at a required OJJDP grantee meeting, and Jessica Wharton is out sick (hopefully to return tomorrow).

If we are attending the debrief, may we briefly discuss our role and expectations?

If we are still attending, I was thinking we could focus on the importance of our professional well-being and self-care.

While everyone experienced the strike differently, the common theme is staying connected to your peers for your own professional growth and well-being, while also maintaining (or re-building) the connections with our school communities.

Staying connected to trusted peers or mentors during times of work stress (whether the stress is due to a strike – or other daily stressors) is essential for our well-being. Taking time for self-care also replenishes our ability to manage stressors or difficulties on the job.

If Principals are continuing to struggle with work stress or relationships in the work place, I would also highly encourage them to utilize their Employee Assistance Program (EAP).

Our EAP program provides telephone consults for work stress – and a lot more if needed.

This a great program for staff who may need individual support.

I have attached two hand-outs you could provide as resources –

30 Self-Care Ideas

EAP flyer

In Community –

Victoria

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
(916) 752-3643 (cell)
Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

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From: Iris Taylor

Sent: Tuesday, April 23, 2019 9:14 AM

To: Ken McPeters <Ken-McPeters@scusd.edu>; Adrian Williams <Adrian-Williams@scusd.edu>; Catalina Martinez <Catalina-Martinez@scusd.edu>; Vanessa Marrero <Vanessa-Marrero@scusd.edu>; Christina Espinosa <CEspinosa@scusd.edu>; Kelly Dunkley <Kelly-Dunkley@scusd.edu>; Stephan Brown <Stephan-Brown@scusd.edu>; Keyshun Marshall <Keyshun-Marshall@scusd.edu>; Tanisha Turner <Tanishtu@scusd.edu>; Jacqueline Rodriguez (Coordinator SSHS) <Jacqueline-Rodriguez@scusd.edu>; Manpreet Kaur <Manpreet-Kaur@scusd.edu>; Linda Kingston <Linda-Kingston@scusd.edu>; Gayle McKnight <gaylemc@scusd.edu>; Sean Alexander <Sean-Alexander@scusd.edu>; Monica McRho <MonicaMc@scusd.edu>; Becky Bryant <BeckyBr@scusd.edu>; Gamine Curry <Gamine-Curry@scusd.edu>; Lynne Ruvalcaba <Lynne-Ruvalcaba@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Stanley Echols <Stan-Echols@scusd.edu>; Geral Lowe <Gerald-Lowe@scusd.edu>; Aliya Holmes <Aliya-Holmes@scusd.edu>; Nichole Wofford <Nichole-Wofford@scusd.edu>; Mikila Fetzer <Mikila-Fetzer@scusd.edu>; Lisa Moore <Lisa-Moore@scusd.edu>; Christina Villegas <ChrisVi@scusd.edu>; Aaron Pecho <Aaron-Pecho@scusd.edu>; Nathaniel Browning <Nathaniel-Browning@scusd.edu>; Gary Coartney <Gary-Coartney@scusd.edu>; Amari Watkins <Amari-Watkins@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>; Victoria Flores <Victoria-Flores@scusd.edu>; Diana Flores <Diana-Flores@scusd.edu>; Kari Hanson-Smith <Kari-Hanson-Smith@scusd.edu>; Katy Hensley <Katy-Hensley@scusd.edu>; Kent Jones <Kent-Jones@scusd.edu>; Mary Struhs <Mary-Struhs@scusd.edu>; Cathy Morrison <Cathy-Morrison@scusd.edu>; Jessica Wharton <Jessica-Wharton@scusd.edu>; Onniel Sanchez <Onniel-Sanchez@scusd.edu>; Roxanne Findlay <Roxannfi@scusd.edu>; Ed Eldridge Supt Office <Ed-Eldridge@scusd.edu>; Glennielyn Pacheco <Glennielyn-Pacheco@scusd.edu>; David Edgar <David-Edgar@scusd.edu>; Ted Appel <AppelT@scusd.edu>; Jack Kraemer <Jack-Kraemer@scusd.edu>; Jim Dobson <JimD@scusd.edu>; Luda Hedger <HedgerL@scusd.edu>; Vanessa Girard <Vanessa-Girard@scusd.edu>; Kal Phan <Kal-Phan@scusd.edu>; Jacquie Bonini <Jacquie-Bonini@scusd.edu>; Kathryn Brown SPED <Kathryn-Brown@scusd.edu>; Marcus Strother <Marcus-Strother@scusd.edu>; Jerry Uhl <Jerry-Uhl@scusd.edu>; Gloria Chung <Gloria@scusd.edu>; Andrea Nava <Andrea-Nava@scusd.edu>; Doris Reese <Doris-Reese@scusd.edu>; Amaya Weiss <Amaya-Weiss@scusd.edu>; Mark Carnero <Mark-Carnero@scusd.edu>; Dianne Brown <Dianne-Brown@scusd.edu>; Steve Bruno <Steve-Bruno@scusd.edu>; Jacob Walker <Jacob-Walker@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Kelley Odipo <Kelley-Odipo@scusd.edu>; Karen Wiker <WikerK@scusd.edu>; Noel Estacio <Noel-Estacio@scusd.edu>; Sarah Dhah <Sarah-Dhah@scusd.edu>; Cindy Nguyen <Cindy-Nguyen@scusd.edu>; Dan Sanchez <Dan-Sanchez@scusd.edu>; GioVonna Washington-Woodfy <Giovonna-Washington@scusd.edu>; Kristina Reyes <Kristina-Reyes@scusd.edu>; Jennifer Kretschman <Jennifer-Kretschman@scusd.edu>; Ronald Hill <HillR@scusd.edu>; Lily Liemthongsamout <Lily-Liemthongsamout@scusd.edu>; Jeannette Schroeder <Jeannette-Schroeder@scusd.edu>; Jennifer Osalbo <Jennifer-Osalbo@scusd.edu>; Vincent Harris <Vincent-Harris@scusd.edu>; Amna Javed <Amna-Javed@scusd.edu>; Melody Hartman <Melody-Hartman@scusd.edu>; Debra Hetrick <Debra-Hetrick@scusd.edu>; Pakou Woo <Pakou-Woo@scusd.edu>

Cc: Lisa Allen <Lisa-Allen@scusd.edu>; Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Tu Moua <Tu-Moua@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>

Subject: Principals' Meeting and Work Stoppage Debrief

Dear Serna Staff,

You are receiving this email because you supported school sites on April 11th during the work stoppage. As a part of the Principals' Meeting on Wednesday, April 24th we will spend a portion of the meeting debriefing the April 11th work stoppage. This will take place from 8:00-8:45. We welcome your participation in this session if your schedule permits. It would be great for principals to hear your voice and perspective on your experience. The principals will meet in the rooms outlined in the attached document and we invite you to join the group with the school you supported on 4/11. Please let me know if you are able to attend. Please do not "reply all". You only need to reply to me if you plan to attend.

Thank you for your consideration,
Iris

Iris Taylor, Ed.D.

Chief Academic Officer
Sacramento City Unified School District
5735 47th Ave
Sacramento, CA 95824
916-643-9086

LIFE LOOKS BETTER WITH MHN

IT'S ABOUT YOU

An EAP is a service designed to help you manage life's challenges. At MHN, we customize EAP solutions by understanding your unique needs and then offering the appropriate assistance or referrals. The following services, paid for by your employer, are available to eligible members.*

CLINICAL COUNSELING

Your EAP provides assessment, assistance and, when necessary, referral to additional services. Eligible members may be entitled to face-to-face or telephonic consultations for a wide range of emotional health, family and work issues, including:

- » Marriage, relationship and family problems
- » Domestic violence
- » Alcohol and drug dependency
- » Stress and anxiety
- » Depression
- » Grief and loss

WORK & LIFE SERVICES

Your EAP also features services to help you balance work and life and take care of all kinds of chores and challenges. Telephonic consultations are available in the following areas:*

Childcare and eldercare assistance – Needs assessment plus referrals to childcare and eldercare providers (depending on your plan, you may also be entitled to help with other parenting matters, and/or to referrals to providers with current, confirmed openings)

Financial services – Budgeting, credit and financial guidance (investment advice, loans and bill payments not included), retirement planning and assistance with tax issues

Legal services – Telephonic or face-to-face consultations for issues relating to civil, consumer, personal and family law, financial matters, business law, real estate, estate planning and more (excluding disputes or actions between you and your employer or MHN)

Identity theft recovery services – Information on ID theft prevention, plus an ID theft-emergency response kit and help from a fraud resolution specialist if you are victimized

Daily living services – Referrals to consultants and businesses that can help with everyday errands, travel, event planning and more (does not cover the cost nor guarantee delivery of services)

(continued)



EMPLOYEE ASSISTANCE PROGRAM

Can you read this?

Call the number on this flyer for assistance.

¿Puede leer esto?

Llame al número que aparece en este volante para obtener asistencia.

是否能看懂這個？

可打電話給傳單上的電話號碼，尋求幫助。

ONLINE MEMBER SERVICES

Visit MHN's member website for helpful information and powerful emotional health and work-life tools. From the comfort and convenience of your own computer, you can:

- » View your online and offline EAP benefits
- » Search for an MHN counselor and get a referral
- » Ask our expert an emotional health question
- » Complete an online health risk assessment
- » Access self-help programs for stress, weight management, nutrition, fitness, smoking cessation and stress management
- » Find helpful information, tips, tools and calculators to help you with finances, legal issues, retirement planning and much more
- » Search our online childcare and eldercare directories
- » Access current and previous issues of Member Matters, our monthly online newsletter about health, wellness and work-life balance
- » Find articles on stress, depression, grief, anxiety and other emotional health issues, health and wellness, parenting, relationship and family issues and more

To access these services, go to: **members.mhn.com** and register with the company access code listed on this flyer.

For a referral to a counselor, you will be prompted to supply additional information.

LANGUAGE ASSISTANCE

We speak your language! When you call MHN, free interpretation services are available in over 170 languages. We also contract with a vendor who can physically attend appointments with you, at no cost, if you need help communicating with doctors or other providers.

¡Hablamos su idioma! Cuando llame a MHN, podrá usar nuestros servicios de interpretación gratuitos en más de 170 idiomas. Además, contamos con proveedores contratados que pueden asistir en persona a las citas con usted, sin cargo alguno, en caso de que necesite ayuda para comunicarse con los médicos u otros proveedores.

我們使用中文! 打電話給MHN時，我們可提供170多種語言的傳譯服務。我們還聘用了翻譯人員，如果您需要翻譯人員幫助您與醫生或其他醫務人員交流，翻譯人員可陪伴您去看醫生。

* Please note that the product features offered under your plan may vary from those described above. Please consult MHN (at the number to the right), your benefits manager or your benefits documentation (such as an Evidence of Coverage booklet or Summary Plan Description) for detailed product and employee/dependent eligibility information.

Need help?

Call toll-free, 24 hours a day,
seven days a week:

(800) 227-1060

TDD: (800) 327-0801

or visit us at:

members.mhn.com

company code: sia

Eligible members are entitled to as many telephonic and web sessions as needed, and 7 face-to-face clinical consultations per benefit period.

30 Self-care Ideas

Physical

1. Try yoga.
2. Exercise (walk, run, bike, hike, dance, etc.)
3. Don't skip sleep to get things done.
4. Try acupuncture. Read up on it if you've never tried it.
5. Swing on a swing set. Too many adults forget how much fun this is.

YOU ARE SO RESILIENT



Mental

6. Try a new activity.
7. Practice a mindfulness exercise, even if it's just deep breathing.
8. Visualize a beautiful, calm location and spend 10 minutes imagining you're there right now.
9. Pick one thing that you need to do and get it done so it's off your mental "to do" list.
10. Turn off your phone and step away from the computer for a whole day.



Emotional

11. Listen to music from one of the happiest periods of your life.
12. Accept your feelings. They're all ok. Really.
13. Cry when you need to.
14. Make an appointment to see a therapist. Even one session of unburdening yourself can make a difference.
15. Hug someone you love (friend, family member or partner) for 12-15 seconds—studies show this boosts immune system function and prompts the release of calming hormones.

Social/Relationships

16. Go on a lunch date with a good friend.
17. Call a family member or friend you care about just to say hi.
18. Volunteer to help a cause that means something to you.
19. Share a kind smile with strangers on your way to and from work. Some people go all day without anyone acknowledging their existence.
20. Start a cycle of encouragement. Tell someone near you what you appreciate about them. They may return the favor when you need it most.

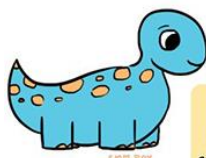


Professional

21. Use a planner or a calendar to intentionally schedule "me time."
22. Spend *at least* 15 minutes of *every* lunch break completely away from your desk or office. Take a walk outside, listen to music or a podcast, or connect with a colleague.
23. Compliment a colleague on a job well done.
24. Ask your boss for what you need. You may not get it immediately, but voicing our needs is powerful.
25. Before you leave work each Friday, write down one win for the week and put it in a jar on your desk. Read them when you're feeling particularly stressed or low.

Spiritual

26. List five things you're grateful for.
27. Meditate or pray.
28. Write in a journal.
29. Spend time in nature.
30. Research quotes by your favorite pastor, preacher, healer or other spiritual leader; write or print them out and post them around your home.



SELF-CARE IS NOT
LAZY OR SELFISH.
SELF-CARE IS HEALTHY.
SELF-CARE IS IMPORTANT.
SELF-CARE IS NECESSARY.

From: [Alex Barrios](#)
To: [Andrea Starace](#)
Date: 4/8/2019 8:19:26 PM
Subject: Change notification by alex-barrios

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04/08/2019 - 8:19pm

Putting Children

Content change notification

The user [alex-barrios](#) has made the following changes:

(The user did not leave a log message.)
-- alex-barrios <Alex-Barrios@scusd.edu>

[Edit this](#)

Summary of changes

Old version by [alex-barrios](#)
[April 8, 2019 - 8:17pm](#)

New version by [alex-barrios](#)
[April 8, 2019 - 8:19pm](#)

Changes to *Body*

<h5>April 8, 2019</h5>

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<p>District leaders and SCTA met **with** for a confidential session with an experienced mediator from the State Conciliation and Mediation Services. The parties followed the instructions of the mediator but unfortunately a resolution was not reached. </p>

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<h5>April 6, 2019</h5>

<h5>April 6, 2019</h5>

Current revision:

Below is a chronological timeline of communications between the Sacramento City Unified School District and leaders of the Sacramento City Teachers Association in response to the announcement of a potential teacher strike on Thursday, April 11. This page will be updated as correspondence is exchanged between the parties.

April 8, 2019

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April 6, 2019

The District sent [this letter](#) to SCTA leaders requesting to meet and continue mediation to avert a strike. The letter was sent in response to [SCTA's correspondence](#) to the District the night of April 4, 2019.

April 2, 2019

The Sacramento City Unified School District issued the following statement this evening in response to today's announcement that the Sacramento City Teachers Association plans to go on strike next Thursday, April 11th:

"We are deeply saddened by the announcement of a strike on the same day that we urged SCTA to continue to work with us through the state mediation and conciliation services to come to a solution. The strike is unnecessary and will only hurt students, families and employees by putting the district on the track to a state takeover. A state takeover will result in less money for our students and do serious harm to the city's public schools for many years to come. Our students do not deserve to be put through the hardships that will be caused by this strike. We will continue encouraging SCTA leaders to work with us in the coming days to focus on saving our schools from a state takeover and finding more collaborative ways to resolve their disagreements with the District."

Earlier in the day Superintendent Jorge Aguilar sent [this letter](#) to SCTA leadership to be shared with the council prior to their vote to set a strike date.

March 20, 2019

Sacramento City Unified Superintendent Jorge Aguilar sent a letter to SCTA leadership indicating the District's willingness to meet with SCTA leaders in response to their announcement of a potential teacher strike. [Click here to read the full letter to SCTA leadership.](#)

March 15, 2019

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"A strike would put the district on the fast track to a state takeover which would only hurt our students, families, and employees. We believe the grounds for the strike laid out by SCTA leaders today are unfounded. A strike is not the solution to address any concerns about the District's practices. A strike only put our students, families, and employees through unnecessary hardships in and outside of the classroom. We instead continue to encourage SCTA leaders to come to the table to start negotiations with a neutral facilitator."

 [District Response to SCTA President 3.20.19](#)
[District 4.4.19](#)

 [District Letter to SCTA 4.6.19](#)

 [District Letter to SCTA 4.2.19](#)

 [SCTA letter](#)

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You are receiving this e-mail because you have requested to receive district updates or signed up on our website. If you are receiving this message in error, please [contact us](#) so we can promptly resolve the problem.

From: [Victoria Flores](#)
To: [Jim Peterson](#)
Date: 4/10/2019 11:30:18 AM
Subject: Work Stoppage - Medical Documents
Attachments: Volunteer Agreement Form 18-19.pdf

Dear Principal Peterson,

As I shared at yesterday's meeting, the Health Services team has been working to equip you with the tools and resources to meet the health needs of your students in the event of a strike. Your school's Work Stoppage Google Folder has a sub-folder called Medical Care.

Luther Burbank:

[REDACTED]

Medical Care:

[REDACTED]

We have uploaded the following resources to your Medical Care folder:

- [Health Services Contingency Checklist and Forms:](#)
 - This document includes:
 - § [School Contingency Plan Checklist](#) – this lists the documents that you need to complete and keep on hand. You will see that the first item *Student Contingency Plan for Medical Care* has been checked off as completed. Please see the Student Plans section below for more information.
 - § [Emergency Medication Administration Contingency Plan](#) – Please complete this document for each student who has Emergency medication such as epinephrine or diastat.
 - § [Stock Epinephrine Administration Contingency Plan](#) – Your 18-19 roster of trained volunteers should be in your Epi-Pen binder. If everyone on your list for this year is SCTA, please review rosters for previous years to assess if a non-SCTA member has volunteered in the past. If yes, they can complete the enclosed 18-19 Volunteer Agreement and fill in the Training Box on [REDACTED] with the training date and Nurse information from a previous school year. *If you are unable to identify a trained volunteer who will be present on 4/11/19, please contact Health Services immediately at (916) 643-9412.*
 - § [Daily Medication Administration Contingency Plan](#) – This form is to account for your regular medication administration, such as inhalers or other daily medication taken.
- [Conditions & ECPs:](#)
 - We have generated a Health Condition Alerts Report for your school which includes all students with a health condition which has been flagged in Infinite Campus. We have highlighted any reference to an ECP (Emergency Care Plan), and included the most recent ECP documents for each condition. For some students, you may find that the ECP included is from a previous school year or lists the school, grade, and teacher who were assigned to the student at the time the ECP was created. *Please ensure that any Replacement Teachers or Substitutes have a copy of any ECPs for students who will be in their care.*
- [Student Plans \(if applicable\):](#)
 - If any of your students receive direct medical care through a 504 accommodation, we have created a contingency plan for this student which outlines the level of coverage they receive, who currently provides their care, and who will be providing their care during a strike. We have included Student Profiles, ECPs, and any standing orders we have access to centrally. *Please check these to ensure that you attach any signed 504 plans or doctor's orders (signed by both doctor and guardian) you have on site which may be more recent than what we included in the packet.*
 - If any of your students receive direct medical care through their IEP, Special Education will be uploading a contingency plan for them. *Please check back later if you do not yet see this documentation in the folder.*

Please feel free to call the Health Services Dept at (916) 643-9412. We will be here all day Thursday and we will have our Nurse Manager (Tami Cisneros, RN/Coordinator II) available to address any questions or concerns.

Health Services Coordinator II - Tami Cisneros' direct line is [REDACTED]

Health Services Technician - Rebecca Wall's direct line is [REDACTED]

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]
Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

The information contained in this e-mail is intended only for the individual or entity to which it is addressed. Its contents (including any attachments) may contain confidential and/or privileged information. If you are not an intended recipient you must not use, disclose, disseminate copy or print its contents. If you receive this e-mail in error, please notify the sender by reply e-mail and delete and destroy the message.

From: [Alex Barrios](#)
To: [Hannah Gais](#)
Date: 4/18/2019 4:00:08 PM
Subject: RE: fact check

Thanks Hannah. Below is my suggested edit...

From: Hannah Gais [mailto:hannah@thebaffler.com]
Sent: Thursday, April 18, 2019 3:59 PM
To: Alex Barrios
Subject: Re: fact check

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Thanks! And here's the quote:

“There would be less money for students. The state would charge interest on loans, with an average of \$21 million lost in principal and interest payments, . . . This strike hurts students, families, and schools at a time when we need to all be working together.”

On Thu, Apr 18, 2019 at 6:56 PM Alex Barrios <Alex-Barrios@scusd.edu> wrote:

Hi Hannah,

School districts that have gone into receivership and taken out state loans, have on average repaid over \$21 million in principal and interest payments. Link to source here: https://www.scusd.edu/sites/main/files/file-attachments/californiastateloanstoschool_1.pdf

Let me know if there's anything else you need. Thank you.

Alex Barrios
Chief Communications Officer
Sacramento City Unified School District
916-752-3705

From: [Cancy McArn](#)
To: [Christina Villegas](#)
Date: 4/12/2019 9:26:09 AM
Subject: FW: IMG_0382.jpeg

Hi,

Let's connect on this one and work to get a meeting together, thanks.

Take Care,
Cancy

Cancy McArn | Chief Human Resources Officer
Sacramento City Unified School District
5735 – 47th Avenue | Sacramento, CA 95824
(916) 643-7474 cancy-mcarn@scusd.edu

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From: Cancy McArn
Sent: Friday, April 12, 2019 9:25 AM
To: Iris Taylor <Iris-Taylor@scusd.edu>
Subject: RE: IMG_0382.jpeg

Hi,

Yes, UPE is aware. Ian spoke only about the [REDACTED] principal with regards to the concerning behavior – that is the only site that SEIU mentioned. I agree it would be helpful to meet with the parties. I can ask Christina to work with Mary in setting up a time.

Take Care,
Cancy

Cancy McArn | Chief Human Resources Officer
Sacramento City Unified School District
5735 – 47th Avenue | Sacramento, CA 95824
(916) 643-7474 cancy-mcarn@scusd.edu

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From: Iris Taylor
Sent: Friday, April 12, 2019 5:39 AM
To: Cancy McArn <Cancy-McArn@scusd.edu>
Subject: FW: IMG_0382.jpeg

Hi Cancy,
Because Ian named the principal at [REDACTED] and it looks like [REDACTED] as well, I think a meeting would be a good next step. Is UPE aware of the allegations? Also, is there clarity on who the principal spoke to and are there other principals or administrators specifically called out? It would be helpful to know this so we can know who we need to address the issue with.
Thanks,
Iris

Iris Taylor, Ed.D.
Chief Academic Officer
Sacramento City Unified School District
5735 47th Ave
Sacramento, CA 95824
916-643-9086

From: Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>
Date: Thursday, April 11, 2019 at 5:30 PM
To: Iris Taylor <Iris-Taylor@scusd.edu>, Cancy McArn <Cancy-McArn@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: RE: IMG_0382.jpeg

Cancy and Iris,

I just visited with [REDACTED] at [REDACTED] about the allegations below. He indicated that not only did he not have a meeting with SEIU members, he also didn't initiate any conversations with his classified staff about the strike or CalPERS status or benefits. He shared that he would welcome the opportunity to meet with us and/or Ian and David Wong, their SEIU rep, to talk about this.

Let me know next steps. Thanks-
Mary

[REDACTED]

[REDACTED]

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[REDACTED]
[REDACTED]

From: Ian Arnold [<mailto:ian.arnold@seiu1021.org>]
Sent: Wednesday, April 10, 2019 10:36 PM
To: Jessie Ryan <Jessie-Ryan@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>
Cc: Jorge Aguilar <JAguilar@scusd.edu>; Raoul Bozio <Raoul-Bozio@scusd.edu>
Subject: Re: IMG_0382.jpeg

Thank you. If you look on the #SaveSacSchools facebook, my position is very clear.

FWIW, I have complete faith in our current superintendent and I want the board to negotiate a long-term contract with him. Same with the currently out-of-pocket CBO.

I can tell you anecdotally that last week, [REDACTED], and [REDACTED] reported that very few classified would honor the picket line at Luther Burbank because they didn't believe in the teachers' cause.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Ian Arnold [ian.arnold@seiu1021.org]
Sent: Wednesday, April 10, 2019 10:15 PM
To: Cancy McArn
Cc: Jessie Ryan; Jorge Aguilar
Subject: IMG_0382.jpeg

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Here's what I talked about.

I have massive issues with the content, I'm enraged that administrators put it on SEIU bulletin boards.

The fact that some principals decided to hold illegal captive audience meetings to bully my member into crossing the picket line had the exact opposite effect! Literally lying to my members and telling them if they didn't show up that day they'd have a 1 year gap in CalPERS service credits or that their seniority towards retiree health care would start over pushed my members from not supporting the teachers to being pissed-off at the District. (there's a difference.)

Others have been told by their administrators or directors that not crossing the picket lines would result in a "re set" of their years towards lifetime medical, starting with day one the day after the strike.

Clearly this is nonsense, but it's concerted nonsense and it's coming from somewhere. If the District can identify a specific person (and I have an idea who it might be) with a penchant for lying and bullying, but who was given a soft landing out of Special Ed and placed as a VP [REDACTED], oh, wait, I think I might know who it could be.

Let's just say that I have 20 or 30 grievances ready to go as well as some Unfair Practice Charges. Literally, they're pre-typed. I just need to add the names.

Not where I want to be. https://nam01.safelinks.protection.outlook.com/?url=https%3A%2F%2Furldefense.proofpoint.com%2Fv%2Furl%3Fu%3Dhttps-3A%2F%2Fwww.facebook.com%2Fgroups%2F299013474098482%2Fpermalink%3D312850876048075-26notif-5Fid-3D1554946407198664-26notif-5Ft-3Dfeedback-5Freaction-5Fgeneric%26d%3DDwIF-g%26c%3DdZ07RdJTYc0QIsm4-cMiSA%26r%3D8CREG2IOYgRy4JdsfpJwa_mK64nkwOYvoWVd_7i8ZY0%26m%3DSjd434eg-I8ghc0YaEpVb87oY14zSKFRfdHJxJBFIrw%26s%3DneT4-iONgGzkLA1Fycu_iOq70Nn_xGkXpbD-ePPIXtM%26e&data=02%7C01%7C%7C284671db86f44982582108d6be3d4ca3%7Ce35c5b2684f74b9ba7c591278c732568%7C0%7C0%7C636905567841178473&sdata=y4%2BrEvDMpO5h0UsKTLzHWm1XjiLV8N0QxOWCTSnJE%3D&reserved=0

I count roughly 37 unfair practice charges I can file today because nobody's in charge. Nobody told directors, cabinet members, administrators, etc., to STFU until told what to say.

I'm not going to file them unless I have to; but I can promise you that if the District keeps making the same mistakes in the future, we'll have a vote to go out in sympathy with the teachers if they go out again.

I'm hoping that we can get together on Saturday to solve the bigger problem, but we have to have a cease fire in the immediate battle.

From: [Victoria Flores](#)
To: [Vincent Harris](#)
Date: 4/10/2019 7:58:02 PM
Subject: Re: Final Article in Series
Attachments: image001.png
image002.png

Bravo to Marcos - and love that he saw the LA piece as well!

Sent from my iPhone

On Apr 10, 2019, at 6:57 PM, Vincent Harris <Vincent-Harris@scusd.edu> wrote:

SECTIONS

[<image001.png>](#)

Sac Unified teachers at crisis point, part 3: Where are the answers? | The Sacramento Bee

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Sac Unified teachers at crisis point, part 3: Where are the answers?

BY [MARCOS BRETÓN](#)

APRIL 10, 2019 02:53 PM, UPDATED 1 HOUR 14 MINUTES AGO

-
-
-
-

Families brace for teachers' strike heading to Sacramento City Unified Thursday
Advertisement: 0:00
[<image002.png>](#)

Families of students at Sacramento city schools talk about how they feel about a one-day strike set for Thursday, April 11, 2019, by the Sacramento City Teachers Association , which alleges the district has engaged in unfair labor practices.BY [AKIRA OLIVIA KUMAMOTO](#) | ALEXANDRA YOON-HENDRICKS | HECTOR AMEZCUA

Teachers at the Sacramento City Unified School District are striking for one day, on April 11. Columnist Marcos Bretón breaks down the issues. Part one of three [here](#). Part two of three [here](#). Last part of [three](#):

The strike is on for Thursday, but it isn't going to solve the problems. It's not even the right approach.

Is this one-day strike illegal?

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Sacramento teachers are currently under contract. They secured that contract 18 months ago by threatening to strike. [Article 3.7 of the contract reads](#): “The Association and the District agree that differences between the parties shall be settled by peaceful means as provided in this Contract. For the duration of this Contract, the Association, in consideration of the terms and conditions provided herein, will not engage in, instigate or condone any strike or work stoppage of members of the bargaining unit.”

OPINION

The district is in arbitration with the Sacramento City Teachers Association over disputes in the contract. By definition, that means the district is cooperating and adhering to “peaceful means” of resolving differences between them and SCTA. An arbitrator is expected to rule on this issue later this month.

So what the teachers are doing by striking – even for a day – is violating the terms of their contract.

One other major point here is that strikes in Oakland and Los Angeles only happened only after all state-mandated steps had been exhausted. That is not the case here.

“The math is the math. A one-day strike will not change a \$35-million deficit (the district is facing) and the real threat of state receivership,” said Mayor Darrell Steinberg. “The only way forward is to sit down and negotiate a fair solution to avoid receivership.”

Mike Antonucci, a writer for L.A. School Report, wrote about how Sacramento's strike is [different](#) from other strikes. He pointed out how SCTA bragged about how its tactic might affect strikes in other cities. On Wednesday, I [wrote](#) about John Borsos – the leader of SCTA – who seems more interested in waging a war than making an agreement that would benefit kids

In his story, Antonucci correctly cited how in the private sector, strikes are regulated by the National Labor Relations Board. But in the public sector, the California Public Employment Relations Board allows some strikes in cases of unfair labor practices

Is that why SCTA is alleging that the district is in violation of the contract with teachers?

Yes, but again: The district and SCTA are in arbitration. They called a one-day strike before their state-mandated remedy had been resolved.

So, what are the major issues causing teachers to strike for a day?

The two sides have two primary bones of contention (in addition to other disagreements). According to the SCTA, the district has “reneged” on giving teachers a raise included in the contract reached between teachers and the district in late 2017.

SCTA also alleges that the district is in violation of a provision of the same contract. It says that provision calls for teachers to agree to switch to a less expensive health care plan than the one they currently have. But, the SCTA says, any savings from switching health plans would have to be spent by the district on hiring nurses, counselors, psychologists and other support staff. And, the SCTA alleges, some of the savings would go toward reducing class sizes.

Is SCTA accurate in its allegations?

No, and here is why. The 2017 labor contract reached by Sac City Unified – like all contracts countywide – was vetted by the Sacramento County Office of Education. It was analyzed by Dave Gordon, the county superintendent of schools. In addition, the district also had to comply with state law and produce a legal document specifying exactly how much the teacher raises would cost the district each year.

Gordon’s financial analysis, dated Dec. 7, 2017, of how much teacher raises would cost the district was identical to the legal document ratified by the district in a public meeting in December 2017. The district and the county office of education were in agreement as to how much teacher raises would cost.

Those costs were approved at the December 2017 school board meeting. SCTA President David Fisher spoke at that meeting and he did not once say, “Hey, we’re getting short-changed on these raises.” Or “Hey, we see different numbers.”

On the contrary. In the [video](#) of the meeting, he speaks at about the two-hour-45-minute mark. Fisher said: “We would like to express our appreciation for Superintendent Jorge Aguilar, whose direct involvement was crucial to not only resolving this contract, but more importantly, to creating a climate of trust.”

Later the two sides disagreed on the dollar amounts and percentages of the raises.

On the allegation that the district “reneged” on a contract provision calling for savings in health care to be spent on hiring counselors, psychologists, nurse and reducing class sizes?

This argument has a big problem. No such binding agreement exists. If it did, its financial effects would have been presented to Gordon. He would have done an analysis as he did on the raises. They were not presented to him and he did not do an analysis.

In the 2017 contract, the part about committing health care savings to hire more SCTA was listed as a non-binding goal.

Wait, weren’t these issues resolved when SCTA and the district reached a contract agreement with the help of Steinberg?

Yes and no. A teachers strike was averted with Steinberg’s help and that was good. But the contract was done in secret where only Steinberg and the two parties were present.

Many provisions were written into the document by Steinberg in long hand. The document can be confusing to read and it’s definitely not specific enough. If the district and SCTA trusted each other, we would have no problem, but Sacramento City Unified has been dysfunctional for at least 20 years and longer.

So even though there was an “agreement,” SCTA now is interpreting that agreement differently than the district.

On the raises, the district budgeted for a specific amount, submitted that amount to Gordon for review, approved that amount in public, and followed state law by citing that amount in legal documents. What isn’t in dispute is that we’re talking about a series of raises to teachers, some retroactive.

The pay increase schedule called for a 2.5 percent raise for teachers in fiscal year 2016-17 that raised what the district paid in total compensation by \$4.8 million. Then another 2.5 percent raise in fiscal year 2017-18 raised total compensation costs for the district by \$6.1 million from what it paid before the deal.

Fiscal year 2018-19 called for another 2.5 raise for everyone, and an additional 3.5 percent raise for “mid-career teachers.” These raises would have raised compensation costs to \$14 million over what the district used to pay before the deal.

Gordon warned district officials that they would have to make deep cuts to pay for the teaches raises. But Gordon’s warnings received little attention.

Remember that last point – that the district would have to cut programs for kids to pay for teacher raises – because it will come up again.

How far apart are the district and SCTA on what those raises would actually cost?

Pretty far. The dispute is over the 3.5 percent raise.

The district hired a certified public accountant to [analyze](#) how SCTA interpreted the 3.5 raise. According to the CPA, the SCTA interpretation of the raise essentially doubled its size to 7.1 percent. It's a difference of \$7 million more the district would have to pay. A point to remember: It's a \$35-million budget deficit that the district is facing and SCTA is going to war over \$7 million.

What about SCTA allegations that the district is bloated and incompetent?

The allegation that Sac City Unified has bloated administration costs is not supported by data compiled by the California Department of Education. According to CDE, Sac City Unified has low administration overhead compared to other districts in the region. The countywide average in administration costs is 5.7 percent of its operating budget. Sac City Unified is in the 4 percent range, which is lower than Elk Grove Unified, Twin Rivers Unified, Folsom-Cordova Unified and Natomas Unified.

As for the claim by SCTA that the school district is incompetent in managing its finances? Well, the district was warned by Gordon that it really couldn't afford the raises it was giving teachers. So in a real sense, the district is in financial trouble now for giving teachers the raises they wanted. I wrote about that on [Tuesday](#), about how the public wanted teachers to get raises but didn't pay attention to warnings by county education officials that raises would have to come with made major budget cuts.

So essentially, is SCTA is saying this to the district: You're incompetent for giving us what we wanted!

What does the superintendent propose to solve this?

He proposes having all employees – including teachers and administrators – in the same health care pool. Currently, SCTA members have the most generous health care plan of any employees – including administrators.

SCTA members can choose between Kaiser and Health Net, which is the most expensive health care plan the district offers when employees use it for themselves and their families. Per their collective bargaining agreement, only teachers have access to Health Net.

The district covers these costs for family coverage for more than 550 SCTA members. The cost of each of those plans is more than \$34,000.

That's almost \$13,000 more per employee than the next most expensive health care plan paid to some San Juan Unified employees, Sac City Unified records show. It's \$21,000 more than health care plans at Natomas Unified. Other school districts such as San Juan and Natomas put a cap on their health costs, but Sac City Unified does not for its teachers.

Instead of asking Sacramento residents for a parcel tax as Los Angeles Unified is proposing or gutting programs for kids as Oakland schools are doing, Aguilar thinks Sacramento can rein in its

health care costs. If the district did that, Aguilar believes the district would be in a stronger position to ask taxpayers for help later.

How has SCTA responded?

Nikki Millevsky – an SCTA leader – said on KCRA the district “deserved competent leadership.” And at the Thursday meeting, after district staff became emotional describing the painful cuts the district would have to make, some teachers followed up those comments by telling district board members to “keep their promises” to teachers.

Do SCTA leaders care more about their benefits and salaries than programs for kids?

Not to answer a question with a question but: What do you think?

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[OPINION](#)

[Sac Unified teachers at crisis point, part 2: A culture of dysfunction](#)

APRIL 10, 2019 02:40 AM

[EDUCATION](#)

[A pay disparity is at the heart of the Sacramento teacher’s strike. Can the district change?](#)

APRIL 10, 2019 02:40 AM

From: Vincent Harris

Sent: Wednesday, April 10, 2019 1:33 PM

To: Ed Eldridge Supt Office <Ed-Eldridge@scusd.edu>; Christina Espinosa <CEspinosa@scusd.edu>; Linda Kingston <Linda-Kingston@scusd.edu>; Sean Alexander <Sean-Alexander@scusd.edu>; Jacob Walker <Jacob-Walker@scusd.edu>; Uve Dahmen <Uve-Dahmen@scusd.edu>; Kelley Odipo <Kelley-Odipo@scusd.edu>; Dianne Brown <Dianne-Brown@scusd.edu>; Kal Phan <Kal-Phan@scusd.edu>; Cathy Morrison <Cathy-Morrison@scusd.edu>; Victoria Flores <Victoria-Flores@scusd.edu>

Subject: Putting the puzzle together

Hello Everyone,

Greetings. My apologies if you have already seen the article below. I think it does a good job of providing some perspective on the events leading up to tomorrow's action....it is not "the truth" but a piece of the puzzle.

Sac Unified teachers at crisis point, part 2: A culture of dysfunction

Unmute

Progress: 0%

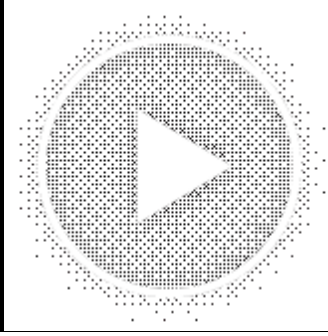
Fullscreen Play

Current Time 0:07

Duration 1:22

Captions Skip Back Skip Forward

Families brace for teachers' strike heading to Sacramento City Unified Thursday



SHARE

Families of students at Sacramento city schools talk about how they feel about a one-day strike set for Thursday, April 11, 2019, by the Sacramento City Teachers Association , which alleges the district has engaged in unfair labor practices. BY [AKIRA OLIVIA KUMAMOTO](#) | ALEXANDRA YOON-HENDRICKS | HECTOR AMEZCUA

Teachers at the Sacramento City Unified School District are striking for one day, on April 11.

Columnist Marcos Bretón breaks down the issues. Part one of three [here](#). Part two of three:

Laughter is not the best medicine for solving the budget issues that face Sacramento schools, not with a strike coming and insolvency on the horizon. But that's some of what we are seeing right now. Let's work through what that means.

How dysfunctional is the culture at the Sacramento City Unified School District?

Well, the leaders of the teachers union – the Sacramento City Teachers Association – laughed and joked during a video to its members about going on strike for a day on Thursday. The video was posted on the [SCTA Facebook page](#) on Monday evening.

OPINION

In the video, David Fisher – President of SCTA – suggests that his group is the only party “in the room” trying to hammer out a deal that would avert a one day strike. If this were true, and it's not, this would have dire consequences because Sacramento's public school district is facing insolvency.

Sac City is up against a \$35-million deficit and will run out of money at the end of this year if the SCTA and the teachers don't plug that gaping budget hole.

Here is why it's misleading and potentially dangerous for Fisher to suggest that Superintendent Jorge Aguilar is not “in the room” on critical negotiations to avoid a strike.. First, Fisher knows

very well that the meetings between SCTA and the district are being run by state mediators. Those mediators have had the parties sign a confidentiality agreement not to discuss the meetings.

Fisher may be violating the spirit of that confidentiality agreement by suggesting that the district is not the “in the room” to negotiate with them. This is false on two counts.

First, the state mediators are conducting shuttled mediation. That means that the mediator keeps the parties in separate rooms by design.

Second, I have confirmed that Aguilar and a team of negotiators from the district were, in fact, participating in this shuttled mediation. And four of the other unions like Aguilar and want to make a deal.

Where did the meeting take place? At the headquarters of SCTA. Aguilar and his team were there on Monday. And they were there on March 28.

So when Fisher says the district was “not in the room,” he is telling what some would call a whopper. Others might say he was lying.

That’s objectionable enough, but here is a question that teachers, parents and community members should be asking: Why would Fisher and his crew be laughing and joking at the prospect of a strike? How is that funny on any level?

Sac City Unified is a district in which 70 percent of the kids qualify for free or reduced lunches. A majority of the kids are racial or ethnic minorities. It’s funny to disrupt the lives of those kids? And their parents? Really?

But shouldn’t we support our teachers?

Of course we should. But we need to understand a nuance here.

The primary impediment to avoiding work stoppages and bankruptcy is not the teachers.

The primary impediment is the leaders of the teachers union.

SCTA is led by John Borsos who has a terrible reputation in labor circles. Borsos is not like other local labor leaders such as Yvonne Walker of SEIU Local 1000. Locally, Walker has been a leader in the fight for fair wages for state workers in Sacramento.

She is a brilliant negotiator and organizer and she is as tough as they come. Good luck to any politician who walks into the room with her unprepared.

But Walker also cares about her community. She is a good person, a kind person, a decent person. She can reach tough deals without trying to destroy people on the other side.

Fabrizio Sasso, Executive Director of the Sacramento Central Labor Council, is another example of a tough labor leader who gets deals done and cares about his community.

But that isn't the M.O. of Borsos. He's all about trying to demean and belittle people.

Jay Hansen, a former Sac City board member, said the district had to implement anti-bullying rules in negotiations because Borsos would treat district negotiators in ways that would get students in big trouble if they behaved as badly on school campuses.

"He would yell at people, make fun of them," Hansen said. "He would try to intimidate people physically."

Hansen said Borsos would apply these tactics to men and women.

After being drummed out of SEIU, being sued and filing for bankruptcy, Borsos somehow landed with SCTA. His stated philosophy is that unions have to be "militant" following last year's U.S. Supreme Court decision that public employees do not have to pay union dues.

It was a terrible decision by a conservative court but it could have a devastating affect on Sac City Unified if Borsos' scorched earth tactics push the district into insolvency.

"A strike, more vitriol and more fighting only hurts kids and what should be a common cause: To fix the district's finances and to begin investing in our schools again as soon as possible," said Mayor Darrell Steinberg, in response to Sac City's dysfunction and the tactics of Borsos.

How are Borsos' tactics playing out?

Last week, Sac City board members were inundated with phone calls by angry parents. They quickly realized why: SCTA members were passing out misleading leaflets about the district and encouraging parents to call board members. They included their private cell phone numbers on the leaflets.

"It was the craft work of John Borsos," said Christina Pritchett, a school board member. "I've never seen a district so dysfunctional with its union."

Pritchett said she received dozens of calls that typically began with an angry parent fuming at her.

"Most parents have little relation to the school board," Pritchett said. "They just want to support their teachers."

On Tuesday, I wrote about this [phenomenon](#) – how parents pushed for teachers to get a pay raise in 2017 but then didn't pay attention when county school officials told the district that they couldn't afford the raises.

Teachers are supported, and they should be. The district and the SCTA should be able to work together to close the budget deficit and avoid insolvency given that everyone will lose if Sac City goes bankrupt.

This shouldn't be this hard, but it is because Borsos and other SCTA "leaders" are calling for strikes and somehow thinking it's funny when it's not.

Take a look at the video again. You see that room full of people? That is the SCTA bargaining team – a whole room full of people? How are you supposed to work out a deal with a room full of people? Most groups, labor or otherwise, have small teams in the room to work deals.

Where else does this happen in the region? It doesn't. The clock is ticking. If the school district does not close its budget deficit by the end of the school year, the district will likely run out of money in the next school year. Then we'll have a state bailout, layoffs, programs gutted, pink slips and a 10-year process for Sac City to get out of virtual receivership.

How is any of that funny?

It's not . And this won't get fixed as long as Borsos is calling the shots.





From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/10/2019 7:25:41 PM
Subject: SCUSD Superintendent Media Availability During Teacher Strike

Dear Media Outlets,

Sacramento City Unified Superintendent Jorge Aguilar, Board President Jessie Ryan, Board Member Mai Vang and others will hold a media availability tomorrow, Thursday, April 11th, between 8 a.m. and 8:30 a.m. in Sacramento. They will provide some comments on the teacher strike that will be taking place. News media outlets will receive another email from me tomorrow morning after 7 a.m. with the location of where the media availability will be held. If you have any questions, please feel free to call or text me directly. Thank you.

Sincerely,

*Alex Barrios
Chief Communications Officer
Sacramento City Unified School District
(916) 752-3705*

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/11/2019 1:14:49 PM
Subject: Sac City Unified Board President Calls for "Cease Fire" Agreement

FOR IMMEDIATE RELEASE
April 11, 2019

CONTACT: Alex Barrios
(916) 752-3705

Sacramento City Unified School Board President Jessie Ryan Calls for a "Cease Fire Agreement" *Asks the parties to come together to save Sacramento schools*

SACRAMENTO, CA—Sacramento City Unified Board of Education President Jessie Ryan this afternoon released the following statement:

Today's strike by Sacramento City Teachers demonstrates the complexities of the fiscal crisis we are in and the emotions on all sides.

Because so many of our families in our high poverty school district don't have the option of keeping their children home, today, our schools have remained open. We are focused on ensuring the health, safety and nutrition of our students. We appreciate the many individuals who are working today to not have our kids become the casualties of our conflict. We are also grateful that this is a one-day strike and that tomorrow we can turn our attention back to the difficult work of saving our schools from a state takeover.

Teachers are the heartbeat of our schools and we need them back in the classroom. We hear their message that without a solution more disagreement and unrest is likely.

While we hear them, we also need them to hear us so that together we can solve this fiscal crisis and unite to save our schools with smart solutions.

When this day ends, we will take a pause, be thankful, and be emotionally exhausted. But we will wake up with a renewed commitment to solving this problem by working with a diverse group of partners -including labor, business, community, and elected officials - who believe our students deserve more than strikes and a state takeover. We understand that we must fight for adequate funding for our schools and help lead the battle for education equity in this state right here in Sacramento where we serve the neediest students in our region.

Today, I'm asking for "cease fire agreement" so that we can focus on solving the fiscal problems between now and the June 30th deadline to adopt the budget. This would also ensure no disruptions during graduations as we await arbitration decisions and establish a new path to long-term sustainable partnerships.

I'll announce more on the work of this coalition tomorrow. Today it's about keeping our kids safe, healthy and strong.

#####

From: [Victoria Flores](#)
To: [Irene Eister](#)
Date: 4/5/2019 3:02:59 PM
Subject: RE: Thank you!

Hi Irene -

I am going to need to get my own kids to school that day, as [REDACTED] will also need to be at his school site early.

I will let you know what my plan will be and what time I will get there.

Happy to serve with you and help in any way you need!

In Service -

Victoria

From: Irene Eister
Sent: Friday, April 05, 2019 2:25 PM
To: Victoria Flores
Subject: Thank you!

Hi Victoria,

I hear you are my contact for the upcoming strike! Thank you!

I look forward to seeing you bright and early at Golden Empire this coming Thursday. You will want to be here before 7 am to avoid the line.

What is the best telephone number for which I can contact you?

Best,
Irene

Irene Eister, Ed.D., Principal
Golden Empire Elementary School
916.395.4580



From: [Alex Barrios](#)

To: [Joette Maxwell](#)

Date: 4/6/2019 2:03:10 PM

Subject: SCTA Letter.2.pdf

Attachments: SCTA Letter.2.pdf
ATT00001.txt



OFFICE OF THE SUPERINTENDENT

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Jorge A. Aguilar, Superintendent

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Trustee Area 1*

*Leticia Garcia
Trustee Area 2*

*Christina Pritchett
Trustee Area 3*

*Mai Vang
Trustee Area 5*

*Rachel Halbo
Student Board Member*

David Fisher, President
Nikki Milevsky, First Vice President
John Borsos, Executive Director
Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

Re: District Response to SCTA Letter and Agreement to Continue Discussions
with SCTA to Avert a Strike

Dear Mr. Fisher, Ms. Milevsky, and Mr. Borsos:

Thank you for [your letter of April 4, 2019](#) following up on the [District's April 2, 2019 letter](#) offering to continue discussions with SCTA leaders to avert a strike. We agree with SCTA leaders that a "fiscal summit" is a necessary and important step in overcoming our disagreements and to begin restoring trust between SCTA leaders and the District. While we asked that the April 2, 2019 letter be shared with the SCTA Executive Council prior to making the decision to select a strike date and then read that this did not occur, we would nonetheless like to discuss its content.

As stated in our April 2, 2019 letter, we remain committed to continuing discussions on the District's budget as well as the District's practices with SCTA leaders in an effort to avoid a strike. To that end, we would like to ask if you would be willing to revisit our offer to meet with SCTA representatives on April 8, 2019, along with a mediator from the State Mediation and Conciliation Service and appropriate District staff, to review the District's budget projections, address any questions that exist, discuss any areas that may be available for savings, and evaluate whether there are any ideas proposed by SCTA leaders that could be, but have not yet, been implemented.

I acknowledge that in an effort to avoid a strike in 2017, the District and SCTA leaders crafted a handwritten "framework agreement" that was less than clear and has resulted in disagreements over interpretation of key provisions related to salary and health benefits. I learned from that experience that hastily crafted agreements to avert labor actions do not allow for our best thinking on how to serve our students. This is why, while we are again on the verge of a strike by SCTA, our community cannot afford and I will not rush into, any take-it-or-leave-it proposals that are not subject to meaningful discussion and developed through collaboration with SCTA leaders. I have asked, and will continue to ask, that SCTA leaders agree to meet with the District to continue important discussions about our budget, understandings of prior agreements, and how we will step back from

this precipice and move our District forward in a way that benefits all stakeholders, most importantly our students.

I think we can agree that health benefits savings can and must be realized, and soon. Our Labor Management Consortium partners met with representatives from the California Education Coalition for Health Care Reform (CECHCR) yesterday to review plan options that could achieve savings to our District. This is an area where we have a mutual interest in working together, so while SCTA leaders did not accept our invitation to attend yesterday's meeting, we would like to work with you to identify future dates where SCTA leaders can participate. While we did not achieve health benefits savings through plan changes for the 2018-19 school year, we remain hopeful we can work together to do so for the 2019-20 school year.

As you know, we have a very short window of time in which to complete these discussions with CECHCR and implement health benefit plan changes prior to the July 1, 2019 anniversary date for benefits set forth in the SCTA collective bargaining agreement. If we miss this window again, significant savings will go unrealized once again for the 2019-20 school year. I hope that we can agree that the status quo would only benefit health insurance companies, and not our students. We would like SCTA leaders to meet with representatives from CECHCR and the District so that we can achieve health plan savings and begin the important discussions of how those savings can be used to serve our students.

We also remain committed to working together with SCTA leaders to discuss options for resolving the salary restructure grievance. We believe there are many ideas that can and must be considered as we continue to work toward resolving our budget crisis and give our students the educational opportunities they deserve. We are also committed to continuing our discussions that we began on March 28, 2019 regarding the District's practices.

While I understand that the relationship between the District and SCTA leaders is fractured, we are committed to improving how we work with each other to meet the needs of our students. We teach our students every day to be problem solvers. As educators, we need to do the same. This is a problem we can and must solve. We can and must avoid state takeover. But it will take collaboration, conversation, and creativity by all of us. Please let us know if you agree to meet with the District through the State Mediation and Conciliation Service next week so we can work together to avoid a strike.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jorge A. Aguilar', with a stylized flourish at the end.

Jorge A. Aguilar
Superintendent

Sent from my iPhone

From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
To: [Alex Barrios](#)
Date: 4/14/2019 9:18:45 AM
Subject: Google Alert - sacramento city unified school district

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Google Alerts

sacramento city unified school district

As-it-happens update April 14, 2019

WEB

[Top Posts This Week 4/13/19 #Unite4SACKids #WeAreSCTA #WeAreCTA #strikerready ...](#)

Big Education Ape

Sacramento City Unified teachers union offers to meet with district | The ... practices by the **Sacramento City Unified School District**, and the district's ...



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From: [Victoria Flores](#)
To: [Suzette Groetsema](#)
[Rebecca Wall](#)
Date: 4/15/2019 8:25:15 AM
Subject: RE: School Nurse Attendance on 4/11/19

Hi Suzette,

Thank you so much – yes, we would like all Student Support & Health Services staff to sign-in when they are at school sites.

It is good safety protocol (in the case of an emergency), as well as transparency about when staff are on-campus or not.

With gratitude –
Victoria

From: Suzette Groetsema
Sent: Monday, April 15, 2019 7:31 AM
To: Rebecca Wall <Rebecca-Wall@scusd.edu>
Cc: Victoria Flores <Victoria-Flores@scusd.edu>
Subject: RE: School Nurse Attendance on 4/11/19

Hi Rebecca and Victoria:

I hope you both had a wonderful spring break! Now we just have the end of year sprint to summer :)

Oak Ridge has never asked support service staff, such as nurses or psychologists, to sign in when they arrive. If you would like [REDACTED] to sign in, we will ask that she do so going forward.

Thank you again for all you do! I know your job is very demanding and we appreciate you.

Suzette Groetsema
Office Manager
Oak Ridge Elementary
916-395-4665/FAX 916-277-6849

From: Rebecca Wall
Sent: Friday, April 12, 2019 12:28 PM
To: Suzette Groetsema
Cc: Victoria Flores
Subject: RE: School Nurse Attendance on 4/11/19

Hi Suzette!

It is Health Services' expectation of all our School Nurses that they sign in and out on the visitors log every time they are on a school site campus. Could you share whether there is a visitor log entry for her on 4/11/19?

Thank You,

Rebecca Wall
Health Services Technician
Health Services Department – Box 764
Sacramento City Unified School District
(916) 643-7963

Have you read our [Wellness Policy](#)?

Username: saccity Password: public

[Got TDap?](#)

[Heal thy Fundraising Ideas!](#)

Disclaimer: Contents of this e-mail may contain confidential student information and is not for the cumulative file. Do not forward this email; delete and remove email immediately after reading. If you received this email in error, please notify the sender and delete the email from your folder. These actions are critical to maintain confidential records, protect the student's privacy and to comply with HIPAA and FERPA regulations.

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[Redacted]

[Redacted]

[Redacted]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/11/2019 1:14:49 PM
Subject: Sac City Unified Board President Calls for "Cease Fire" Agreement

FOR IMMEDIATE RELEASE
April 11, 2019

CONTACT: Alex Barrios
(916) 752-3705

Sacramento City Unified School Board President Jessie Ryan Calls for a "Cease Fire Agreement"

Asks the parties to come together to save Sacramento schools

SACRAMENTO, CA—Sacramento City Unified Board of Education President Jessie Ryan this afternoon released the following statement:

Today's strike by Sacramento City Teachers demonstrates the complexities of the fiscal crisis we are in and the emotions on all sides.

Because so many of our families in our high poverty school district don't have the option of keeping their children home, today, our schools have remained open. We are focused on ensuring the health, safety and nutrition of our students. We appreciate the many individuals who are working today to not have our kids become the casualties of our conflict. We are also grateful that this is a one-day strike and that tomorrow we can turn our attention back to the difficult work of saving our schools from a state takeover.

Teachers are the heartbeat of our schools and we need them back in the classroom. We hear their message that without a solution more disagreement and unrest is likely.

While we hear them, we also need them to hear us so that together we can solve this fiscal crisis and unite to save our schools with smart solutions.

When this day ends, we will take a pause, be thankful, and be emotionally exhausted. But we will wake up with a renewed commitment to solving this problem by working with a diverse group of partners -including labor, business, community, and elected officials - who believe our students deserve more than strikes and a state takeover. We understand that we must fight for adequate funding for our schools and help lead the battle for education equity in this state right here in Sacramento where we serve the neediest students in our region.

Today, I'm asking for "cease fire agreement" so that we can focus on solving the fiscal problems between now and the June 30th deadline to adopt the budget. This would also ensure no disruptions during graduations as we await arbitration decisions and establish a new path to long-term sustainable partnerships.

I'll announce more on the work of this coalition tomorrow. Today it's about keeping our kids safe, healthy and strong.

#####

From: [Jorge Aguilar](#)
To: [Marc Wright](#)
Date: 4/12/2019 1:21:38 PM
Subject: RE: Thank you for the email message...

Thank you, Mr. Wright!

From: Marc Wright
Sent: Friday, April 12, 2019 10:16 AM
To: Jorge Aguilar <JAguilar@scusd.edu>
Subject: Thank you for the email message...

It was my pleasure being here. I thought it would be important to provide a stable office environment in case any students needed assistance, and many did. All of our office staff reported to work here at JF Kennedy.

It is my hope that all of this works out in the end.
Thank you for all you do.
Marc

From: Superintendent
Sent: Friday, April 12, 2019 8:15 AM
To: Superintendent <Superintendent@scusd.edu>
Subject: End of week message

Dear Colleagues,

I am grateful to everyone for being back again today ready to work and serve our students.

To our team members who were at schools yesterday serving students, particularly those with great needs, thank you from the bottom of my heart for stepping up to provide for them. It was a great honor to meet some of you throughout the day. For our team members who are coming back to work this morning, I want to personally welcome you back. I am grateful that you are back in our classrooms and working with our students. I recognize our schools and classrooms are so much more than just places to learn. Our schools and classrooms are safe havens for many kids who do not have one. And, our staff and teachers are like family to our children. The important role our teachers play in students' lives inspires me.

Please know that our District, from the Board of Education on down, is committed to fully respecting and supporting your hard work, whether that be in the classroom, the bus yard, the central office or any other department. Fully recognizing that our budget crisis has made it so much more difficult for us to be able to take a step back and just say thank you for the work you are doing, I am committed to ensuring that Sac City Unified charts a course toward long-term fiscal sustainability.

I remain optimistic that the future is bright for our schools and District. I say this because our community is coming together to help us find a way to work together toward solutions to our fiscal challenges. Local organizations from labor, business, elected officials and community leaders, are all ready to advocate for more funding for our schools so we can begin piecing together a plan to avoid a state takeover this year.

It is my hope that yesterday we closed a chapter in the history of our District. Today, I want to continue writing the next chapter of our story. I will actively seek ways to rebuild trust between us and each other, fully recognizing that there is still so much for us to learn on our life-long learning journey.

Welcome back and thank you again for being here today!

Sincerely,

Jorge A. Aguilar

From: [Doug Huscher](#)

To: [Ken McPeters](#)

[Greg Purcell](#)

[Jennifer Kretschman](#)

[Marcus Strother](#)

[Victoria Flores](#)

[Stephan Brown](#)

Date: 4/8/2019 12:03:03 PM

Subject: Re: Mandatory Principals Meeting on Monday 4/8

Hi Team...
Sorry but just learning this meeting has been shifted to 8:30 Tues AM.
See you there.
Doug

--
Doug Huscher, Assistant Superintendent of Student Services
Office 916-643-9162 | Doug-Huscher@scusd.edu

From: Doug Huscher <Doug-Huscher@scusd.edu>
Date: Sunday, April 7, 2019 at 11:55 PM
To: Ken McPeters <Ken-McPeters@scusd.edu>, Greg Purcell <GregPu@scusd.edu>, Jennifer Kretschman <Jennifer-Kretschman@scusd.edu>, Marcus Strother <Marcus-Strother@scusd.edu>, Victoria Flores <Victoria-Flores@scusd.edu>, Stephan Brown <Stephan-Brown@scusd.edu>
Subject: Fwd: Mandatory Principals Meeting on Monday 4/8

Hi Team,
Pls plan on attending this meeting tomorrow.
Thanks,
Doug

Sent from my iPad

Begin forwarded message:

From: Iris Taylor <Iris-Taylor@scusd.edu>
Date: April 7, 2019 at 9:07:14 AM PDT
To: Doug Huscher <Doug-Huscher@scusd.edu>, Victoria Flores <Victoria-Flores@scusd.edu>, Becky Bryant <BeckyBr@scusd.edu>, Jacquie Bonini <Jacquie-Bonini@scusd.edu>, Keyshun Marshall <Keyshun-Marshall@scusd.edu>
Subject: Mandatory Principals Meeting on Monday 4/8

Hi Everyone,
We are having a mandatory principals meeting on Monday from 3:30-4:30 in the Community Rooms to discuss 4/11 Work Stoppage preparation. We would like you to speak to an area on the agenda which is below (Note —the order of topics to be discussed may shift). When possible, please reference sections of the Work Stoppage manual and/or if available, have paper copies of reference documents for the principals. We will have copies of the work stoppage manual for them. Please reach out if you have questions.

Thanks,
Iris
Work Stoppage Manual

Agenda for 4/8 Principals' Meeting

1. Assignment of ERT's (HR)
 - o Other staff assignments to sites (updates)
 - o Are these being assigned based on demographics/need or equally
 - \$ Number of teachers we are projecting to send to each site and how this is being determined
 - \$ Process to request ERT's or to redeploy to another site if they are not needed
2. Security Cathy
 - o What can they expect? Will there be security? How will they be deployed?
3. Communication —By whom, to whom, and when will it occur? (Alex)
 - o Need for consistent message from central office
 - o Are they able to send out communication to their families?
 - o How often will they (site leaders) receive updates or information from central office? Who will this messaging come from?
4. Do's and Don'ts with teachers (what can/cannot be said, and what teachers can/cannot do) Raoul
 - o Collecting Keys
 - o Asking about intent to strike
 - o What to say/do when teachers are advocating and leafleting/pamphleting
 - o Recording and reporting teacher/staff absences and attendance
5. Scheduling of fieldtrips, athletics and extracurricular, before/after care (Doug, Keyshun)
6. Supports for special populations —Child Development, Special Education, 504s (Becky, Jacquie, Victoria)
7. Position of other labor partners (HR)

Iris Taylor, Ed.D.
Chief Academic Officer
Sacramento City Unified School District
5735 47th Ave
Sacramento, CA 95824
916-643-9086

From: [Cancy McArn](#)
To: [Elliot Lopez](#)
Date: 4/26/2019 3:56:07 PM
Subject: FW: 20190426 Board Communication - 20190411 Staff Attendance Data
Attachments: 20190426 Board Communication - 20190411 Staff Attendance Data.docx

Hi,

FYI, it looks like you included [REDACTED]. Any way to pull back?

From: Elliot Lopez <Elliot-Lopez@scusd.edu>
Sent: Friday, April 26, 2019 3:52 PM
To: Joette Maxwell <Joette-Maxwell@scusd.edu>
Cc: Jorge Aguilar <JAguilar@scusd.edu>; Alex Barrios <Alex-Barrios@scusd.edu>; Lisa Moore <Lisa-Moore@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>
Subject: 20190426 Board Communication - 20190411 Staff Attendance Data

Hi all:

Enclosed please find a draft board communication surrounding staff attendance information for 04/11 submitted to the district by schools. Please contact me with any questions, feedback or recommendations.

Thank you,
Elliot

Elliot Lopez
Chief Information Officer
Sacramento City Unified School District

5735 47th Avenue - Box 808
Sacramento CA 95824
916-643-7900 | <http://www.scusd.edu>



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD COMMUNICATION

BC NO:

| | | | | | | |
|--|-----|--|--|---|--------------------------|-----------------|
| CONFIDENTIAL ITEM - <i>(Check a Box)</i> | No: | <input checked="checked" type="checkbox"/> | | Yes: | <input type="checkbox"/> | Date: 4/26/2019 |
| Approved by: Jorge A. Aguilar, Superintendent | | | | | | |
| To the Members of the Board of Education | | | | | | |
| Prepared by: Elliot Lopez, Chief Information Officer | | | | Contact Email: elliot-lopez@scusd.edu | | |
| Subject: 04/11/2019 staff attendance data | | | | | | |

The purpose of this Board Communication is to provide the Board with staff attendance data collected by schools during the work stoppage that occurred on April 11, 2019. The Board should be aware because this information helps the district better understand the breadth and impact of the work stoppage.

Prior to the work stoppage, schools were instructed to record attendance for all staff – present or absent – via paper forms in accordance with Appendix C of the district’s Work Stoppage Manual, and to submit the documents to the district’s Strike Team for processing. Documents were transcribed by district staff and distributed electronically to school administrators for verification so that the information provided can be used to process payroll and leave adjustments in the next cycle. Additional internal review will be taking place in the immediate future to further refine this information.

Below please find a current summary of the verified data for staff with school assignments.

04/11/2019 School Staff Attendance Data - by Bargaining Unit

| | Absences | Assignments | % Absent |
|-------------|----------|-------------|----------|
| NREP | 2 | 8 | 25.0% |
| SCAA | 0 | 8 | 0.0% |
| SCTA | 1933 | 2240 | 86.3% |
| SEIU | 189 | 1080 | 17.5% |
| SUPV | 1 | 2 | 50.0% |
| TEAM | 3 | 74 | 4.1% |
| UPE | 2 | 122 | 1.6% |
| Grand Total | 2130 | 3534 | 60.3% |

04/11/2019 School Staff Attendance Data - by School

| | Absences | Assignments | % Absent |
|--------------------------------|----------|-------------|----------|
| A. M. WINN - K-8 | 22 | 37 | 59.5% |
| A.WARREN McCLASKEY ADULT | 8 | 25 | 32.0% |
| ABRAHAM LINCOLN ELEMENTARY | 17 | 37 | 45.9% |
| ACCELERATED ACADEMY | 6 | 11 | 54.5% |
| ALBERT EINSTEIN MIDDLE SCHOOL | 32 | 53 | 60.4% |
| ALICE BIRNEY WALDORF - K-8 | 30 | 39 | 76.9% |
| AMERICAN LEGION HIGH SCHOOL | 15 | 33 | 45.5% |
| BG CHACON ACADEMY | 14 | 41 | 34.1% |
| BOWLING GREEN ELEMENTARY | 17 | 39 | 43.6% |
| BRET HARTE ELEMENTARY SCHOOL | 13 | 33 | 39.4% |
| C. K. McCLATCHY HIGH SCHOOL | 109 | 140 | 77.9% |
| CALEB GREENWOOD ELEMENTARY | 29 | 40 | 72.5% |
| CALIFORNIA MIDDLE SCHOOL | 41 | 62 | 66.1% |
| CAMELLIA BASIC ELEMENTARY | 23 | 41 | 56.1% |
| CAPITAL CITY SCHOOL | 15 | 27 | 55.6% |
| CAROLINE WENZEL ELEMENTARY | 22 | 33 | 66.7% |
| CESAR CHAVEZ INTERMEDIATE | 14 | 30 | 46.7% |
| CROCKER-RIVERSIDE ELEMENTARY | 28 | 38 | 73.7% |
| DAVID LUBIN ELEMENTARY SCHOOL | 33 | 45 | 73.3% |
| EARL WARREN ELEMENTARY SCHOOL | 20 | 30 | 66.7% |
| EDWARD KEMBLE ELEMENTARY | 32 | 42 | 76.2% |
| ELDER CREEK ELEMENTARY SCHOOL | 34 | 50 | 68.0% |
| ENGINEERING AND SCIENCES HS | 27 | 38 | 71.1% |
| ETHEL I. BAKER ELEMENTARY | 32 | 41 | 78.0% |
| ETHEL PHILLIPS ELEMENTARY | 27 | 45 | 60.0% |
| FATHER K.B. KENNY - K-8 | 15 | 30 | 50.0% |
| FERN BACON MIDDLE SCHOOL | 37 | 57 | 64.9% |
| GENEVIEVE DIDION ELEMENTARY | 23 | 40 | 57.5% |
| GEO WASHINGTON CARVER | 15 | 24 | 62.5% |
| GOLDEN EMPIRE ELEMENTARY | 22 | 45 | 48.9% |
| H.W. HARKNESS ELEMENTARY | 21 | 41 | 51.2% |
| HEALTH PROFESSIONS HIGH SCHOOL | 10 | 31 | 32.3% |
| HIRAM W. JOHNSON HIGH SCHOOL | 96 | 132 | 72.7% |
| HOLLYWOOD PARK ELEMENTARY | 19 | 29 | 65.5% |
| HUBERT H BANCROFT ELEMENTARY | 21 | 35 | 60.0% |
| ISADOR COHEN ELEMENTARY | 15 | 28 | 53.6% |
| JAMES W MARSHALL ELEMENTARY | 12 | 39 | 30.8% |
| JOHN BIDWELL ELEMENTARY | 15 | 27 | 55.6% |
| JOHN CABRILLO ELEMENTARY | 21 | 34 | 61.8% |
| JOHN D SLOAT BASIC ELEMENTARY | 17 | 35 | 48.6% |
| JOHN F. KENNEDY HIGH SCHOOL | 109 | 140 | 77.9% |
| JOHN H. STILL - K-8 | 50 | 79 | 63.3% |
| JOHN MORSE THERAPEUTIC | 12 | 30 | 40.0% |
| KIT CARSON INTL ACADEMY | 21 | 49 | 42.9% |
| LEATAATA FLOYD ELEMENTARY | 14 | 41 | 34.1% |
| LEONARDO da VINCI ELEMENTARY | 46 | 62 | 74.2% |
| LUTHER BURBANK HIGH SCHOOL | 111 | 146 | 76.0% |
| MARK TWAIN ELEMENTARY SCHOOL | 13 | 27 | 48.1% |
| MARTIN L. KING JR ELEMENTARY | 29 | 43 | 67.4% |
| MATSUYAMA ELEMENTARY SCHOOL | 29 | 46 | 63.0% |
| NEW JOSEPH BONNHEIM | 14 | 28 | 50.0% |
| NEW SKILLS & BUSINESS ED. CTR | 14 | 36 | 38.9% |
| NEW TECH | 11 | 18 | 61.1% |
| NICHOLAS ELEMENTARY SCHOOL | 2 | 48 | 4.2% |
| O. W. ERLEWINE ELEMENTARY | 12 | 32 | 37.5% |
| OAK RIDGE ELEMENTARY SCHOOL | 23 | 35 | 65.7% |
| PACIFIC ELEMENTARY SCHOOL | 32 | 54 | 59.3% |

| | Absences | Assignments | % Absent |
|-------------------------------|-----------------|--------------------|-----------------|
| PARKWAY ELEMENTARY SCHOOL | 22 | 50 | 44.0% |
| PETER BURNETT ELEMENTARY | 22 | 41 | 53.7% |
| PHOEBE A HEARST BASIC ELEM. | 23 | 37 | 62.2% |
| PONY EXPRESS ELEMENTARY | 19 | 36 | 52.8% |
| ROSA PARKS MIDDLE SCHOOL | 42 | 68 | 61.8% |
| ROSEMONT HIGH SCHOOL | 66 | 95 | 69.5% |
| SAM BRANNAN MIDDLE SCHOOL | 60 | 99 | 60.6% |
| SEQUOIA ELEMENTARY SCHOOL | 24 | 38 | 63.2% |
| SUCCESS ACADEMY | 0 | 14 | 0.0% |
| SUSAN B. ANTHONY ELEMENTARY | 23 | 40 | 57.5% |
| SUTTER MIDDLE SCHOOL | 46 | 73 | 63.0% |
| SUTTERVILLE ELEMENTARY SCHOOL | 27 | 37 | 73.0% |
| TAHOE ELEMENTARY SCHOOL | 23 | 36 | 63.9% |
| THE MET | 17 | 22 | 77.3% |
| THEODORE JUDAH ELEMENTARY | 27 | 42 | 64.3% |
| WASHINGTON ELEMENTARY SCHOOL | 20 | 31 | 64.5% |
| WEST CAMPUS | 33 | 51 | 64.7% |
| WILL C. WOOD MIDDLE SCHOOL | 39 | 58 | 67.2% |
| WILLIAM LAND ELEMENTARY | 13 | 32 | 40.6% |
| WOODBINE ELEMENTARY SCHOOL | 23 | 42 | 54.8% |
| GRAND TOTAL | 2,130 | 3,533 | 60.3% |

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/11/2019 7:06:13 AM
Subject: Teacher Strike--Sac City Unified Leaders Press Conference at 8AM

Good morning News Media Outlets,

Superintendent Jorge Aguilar, Board President Jessie Ryan, Board Member Mai Vang and others will host a press conference at 8 a.m. this morning. Please do not publicly announce or disclose the location of the event which is at Success Academy School in South Sacramento. Address is 2221 Matson Dr., Sacramento, CA 95822. The Superintendent and Board Members will make remarks on behalf of the District regarding today's teachers strike and will be available to answer questions.

Please call or text me if you have any questions. Thank you.

Sincerely,

*Alex Barrios
Chief Communications Officer
Sacramento City Unified School District
Cell: (916) 752-3705*

From: [REDACTED]

To: [Victoria Flores](#)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Date: 4/12/2019 12:37:40 PM

Subject: Re: Reflections on 4/11

Happy Post Strike Day! :)

First of all, I have to say that I am so glad to be back to work after having to take 3 months off for breaking my ankle. I wish I could have returned to business as usual, but unfortunately, that has not been the case. Kind of funny that in my first week in this job, a job that I was just ecstatic to have, the district was preparing for the strike that SCTA planned for the following week. And here I am again ... returned to work after 3 months off and the district was preparing for a strike SCTA planned for the following week. Had to share, just thought it was a little funny :)

Anyway, I was at Nicholas Elementary

What went well

Approximately 350 students were in attendance, out of 660

Teachers striking didn't yell at the students or other employees arriving

Striking teachers gave donuts and coffee to staff

2 Long Term Subs crossed the line and had almost whole class present

Students behaved rather well

Staff presented in good spirits, all working together, with patience, kindness and some laughter

4-6 graders were placed in cafeteria and behaved exceptionally well, given the circumstances

Office staff were very attentive to my unfortunate need to elevate my ankle a few times

I got to teach a room full of 3rd graders some relaxation techniques :)

What didn't go well

Teachers locked up everything, so even basic supplies (pencils) weren't readily available

Hundreds of pencils needed to be sharpened

Zero regular teachers crossed the line

Admin weren't aware that I was certificated until after lunch, therefore, I could have been more helpful, like actually being assigned a classroom

Some Observations/Other Reflections

I really don't understand how the district has never provided Elementary School Counselors ... especially for schools as big as Nicholas. And I know there are other schools with even greater student populations... ALL students need to talk with somebody every now and then, so the district needs to provide that, regardless of socioeconomic status, academic performance or other factors. Yes, our neediest schools should have priority in getting elementary counselors, but ideally, all schools should have a counselor. Has there been any discussion regarding the amount of counseling that falls on other staff, like the VP, because there is no elementary school counselor? Not to mention that the inevitable counseling falls on those who don't necessarily have any counseling skills.

I was a little taken when I saw a social worker picketing with the teachers. I knew that some would, but it was just different in some way to actually see it in person. And I just really don't understand why the social workers, counselors, school psychologists, nurses, and speech pathologists are in SCTA. I get that they are certificated, but that doesn't demand being in the teachers union, does it? These positions all provide some kind of support service, so why are they with the teachers??? The separation between us and them creates such an ugly divisiveness, not the unity that we should have. This whole social workers being part of SCTA has been so emotionally draining, at least for me. And I can't speak for others, but I know that I wasn't able to give my 100% in actual services provided when I had to be on high alert regarding the colleague I was working most closely with. And then that division was just so blatantly clear when I saw a social worker standing with the teachers on the picket line. :(Lastly, I was pretty upset to learn that my son's 6th grade teacher told him (told the class) that if they attended school on the strike day, they would have subs that were not qualified teachers, that they weren't going to do any work and that they really weren't going to have real teachers available to them. My son was so conflicted when I told him he was going to school... his immediate response was, "but I thought we loved our teachers and supported them?" I really wish all teachers followed their directives about leaving the students out of the mess.

Again, thank you Victoria for being a great leader and thank you Julie and Marcella for your lovely words. Always proud to be a part of this amazing team!!!

Best wishes to all of you for a restful Spring Break!

[REDACTED]

From: Victoria Flores <Victoria-Flores@scusd.edu>

Date: Friday, April 12, 2019 at 9:14 AM

To:

[REDACTED]

Subject: Reflections on 4/11

Good morning –

I am so grateful for [REDACTED] excellent summary of the day!

There was a debrief yesterday at the Serna Center, however we really weren't able to deeply reflect in such a large group.

In talking with other central district staff, we are encouraging a deeper reflection of the day.

As you all hold such unique world views with your social services backgrounds, I am asking that you all share your reflections on the day.

I am hoping the IASs will also be asking something similar of their site principals.

Please send me by the end of the day:

1. School site
2. Pros (what went well)
3. Cons (what didn't go well)
4. Seeing the system – observations that weren't necessarily related to the strike – but that need to be addressed within our larger system.

I know many of us are physically and/or emotionally tired today (duck-duck goose was a little much for this aging body).

As the healing begins in our communities, I encourage you all to participate in any social gatherings your school sites are holding as you head to spring break.

In Healing –

Victoria

From: [REDACTED]
Sent: Thursday, April 11, 2019 5:42 PM

To: [REDACTED]

Victoria Flores <Victoria-Flores@scusd.edu>

Subject: Reflections on Today

Hi Team,

Just sharing a few thoughts/reflections on today's adventures at Lincoln:

Pros

- 432 out of 540 kids showed up at Lincoln for school today
- 6 Teachers chose to cross the line and work
- Entire classified staff showed up
- *Everyone* rolled up their sleeves, and took on whatever task was necessary
- Patience in abundance everywhere on the campus
- [REDACTED] present as the district rep. Pays to have a big guy around, for the rowdy kids and adults ;-)
- According to my phone, I logged 5.1 miles walking today
- Today was a short day J
- Spring break begins tomorrow evening

Cons

- PE teacher, the union rep, put a lock on the PE equipment shed, so none of those resources were available. Locksmith didn't show up before school got out
- Picketing teachers screaming in p.m. kindergarteners faces as they got off the bus

- Scared, crying children; thankfully, not many
- No preschool; teacher didn't show up, aides on picket line
- Teachers out front chanting about old topics their union isn't currently pursuing :-\

Happily, the pros outnumber the cons, so I'll count today as a win. I hope that each of you had similar days, ones that have left you with the stamina and patience to make it through one more day.

Wishing you all a relaxing, refreshing, spring break.

Sincerely,

A small black rectangular redaction mark.A large black rectangular redaction mark covering the signature area.

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From: [Doug Huscher](#)
To: [Lisa Allen](#)
Date: 4/11/2019 6:47:02 AM
Subject: Re: Summer Matters

Think they've all given up Lisa...

Sent from my iPhone

On Apr 11, 2019, at 6:25 AM, Lisa Allen <Lisa-Allen@scusd.edu> wrote:

Ok I will inquire
I can't believe Hazel or Darrel have not notified anyone...

From: Doug Huscher <Doug-Huscher@scusd.edu>
Date: Thursday, April 11, 2019 at 6:23 AM
To: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: Re: Summer Matters

Nobody ever said if we are
Funding programs or not.

Sent from my iPhone

On Apr 11, 2019, at 6:22 AM, Lisa Allen <Lisa-Allen@scusd.edu> wrote:

Remember, they were supposed to be called on Friday to know if we are funding the programs or not

Sent from my iPhone

On Apr 11, 2019, at 5:36 AM, Doug Huscher <Doug-Huscher@scusd.edu> wrote:

Hi Lisa.... this seems to happen every year. First I've heard of it this year, but not surprised.

[REDACTED]

Doug

Sent from my iPhone

On Apr 11, 2019, at 3:45 AM, Lisa Allen <Lisa-Allen@scusd.edu> wrote:

Have you heard of this recent rumor?
I am going to let them know Summer Matters is moving forward, unless something changed that I am unaware of.
Also, did someone call [REDACTED] and [REDACTED] the Friday after the Board meeting?

Sent from my iPhone

Begin forwarded message:

From: Jorge Aguilar <JAguilar@scusd.edu>
Date: April 10, 2019 at 9:58:13 PM PDT
To: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: FW: Summer Matters
FYI - let's connect.

-----Original Message-----

From: Jorge Aguilar
Sent: Wednesday, April 10, 2019 9:58 PM
To: Nathaniel Browning <Nathaniel-Browning@scusd.edu>;
Jessie Ryan <Jessie-Ryan@scusd.edu>
Subject: RE: Summer Matters

Sure thing - Lisa may have more information. We were looking at Title I and Title IV funds for this summer but may not have resources in the future. Take care.

-----Original Message-----

From: Nathaniel Browning
Sent: Wednesday, April 10, 2019 8:56 PM
To: Jessie Ryan <Jessie-Ryan@scusd.edu>
Cc: Jorge Aguilar <JAguilar@scusd.edu>
Subject: Re: Summer Matters

Supt,

Please allow me to look into this matter for you after staff have made it through the strike.

Thanks!

Nathaniel

On Apr 10, 2019, at 8:20 PM, Jessie Ryan <Jessie-Ryan@scusd.edu> wrote:

Can you please advise?

From: Claudia Jasin [CJasin@cityofsacramento.org]
Sent: Wednesday, April 10, 2019 2:51 PM
To: Jessie Ryan
Subject: Summer Matters

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Jessie -

There are rumors going around that Summer Matters will be canceled due to the budget crisis. I am aware that the summer school that was offered last year will not be offered, but my understanding is that Summer Matters is moving forward.

I am meeting with a large group of community-based organizations tomorrow, and it would be great if I could provide the facts on this front. Can you confirm that Summer Matters WILL be offered this summer?

Thanks for taking the time out of your busy schedule to let me know.

Claudia

Claudia Jasin

cjasin@cityofsacramento.org

From: [Victoria Flores](#)

To: [Peter Lambert](#)

Date: 4/10/2019 9:45:46 AM

Subject: Work Stoppage - Medical Documents

Attachments: Volunteer Agreement Form 18-19.pdf

Dear Principal Lambert,

As I shared at yesterday's meeting, the Health Services team has been working to equip you with the tools and resources to meet the health needs of your students in the event of a strike. Your school's Work Stoppage Google Folder has a sub-folder called Medical Care.

CKM: [REDACTED]

Medical: [REDACTED]

We have uploaded the following resources to your Medical Care folder:

- [Health Services Contingency Checklist and Forms:](#)
 - This document includes:
 - § [School Contingency Plan Checklist](#) – this lists the documents that you need to complete and keep on hand. You will see that the first item *Student Contingency Plan for Medical Care* has been checked off as completed. Please see the Student Plans section below for more information.
 - § [Emergency Medication Administration Contingency Plan](#) – Please complete this document for each student who has Emergency medication such as epinephrine or diastat.
 - § [Stock Epinephrine Administration Contingency Plan](#) – Your 18-19 roster of trained volunteers should be in your Epi-Pen binder. If everyone on your list for this year is SCTA, please review rosters for previous years to assess if a non-SCTA member has volunteered in the past. If yes, they can complete the enclosed 18-19 Volunteer Agreement and fill in the Training Box on [REDACTED] with the training date and Nurse information from a previous school year. *If you are unable to identify a trained volunteer who will be present on 4/11/19, please contact Health Services immediately at (916) 643-9412.*
 - § [Daily Medication Administration Contingency Plan](#) – This form is to account for your regular medication administration, such as inhalers or other daily medication taken.
- [Conditions & ECPs:](#)
 - We have generated a Health Condition Alerts Report for your school which includes all students with a health condition which has been flagged in Infinite Campus. We have highlighted any reference to an ECP (Emergency Care Plan), and included the most recent ECP documents for each condition. For some students, you may find that the ECP included is from a previous school year or lists the school, grade, and teacher who were assigned to the student at the time the ECP was created. *Please ensure that any Replacement Teachers or Substitutes have a copy of any ECPs for students who will be in their care.*
- [Student Plans \(if applicable\):](#)
 - If any of your students receive direct medical care through a 504 accommodation, we have created a contingency plan for this student which outlines the level of coverage they receive, who currently provides their care, and who will be providing their care during a strike. We have included Student Profiles, ECPs, and any standing orders we have access to centrally. *Please check these to ensure that you attach any signed 504 plans or doctor's orders (signed by both doctor and guardian) you have on site which may be more recent than what we included in the packet.*
 - If any of your students receive direct medical care through their IEP, Special Education will be uploading a contingency plan for them. *Please check back later if you do not yet see this documentation in the folder.*

Please feel free to call the Health Services Dept at (916) 643-9412. We will be here all day Thursday and we will have our Nurse Manager (Tami Cisneros, RN/Coordinator II) available to address any questions or concerns.

Health Services Coordinator II - Tami Cisneros' direct line is [REDACTED]

Health Services Technician - Rebecca Wall's direct line is [REDACTED]

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]

Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

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From: [Superintendent](#)
To: [Jorge Aguilar](#)
[Lisa Allen](#)
[Cancy McArn](#)
Date: 4/12/2019 4:26:47 PM
Subject: FW: Strike Volunteers

-----Original Message-----

From: James Tucker <James-Tucker@scusd.edu>

Sent: Friday, April 12, 2019 4:05 PM

To: Superintendent <Superintendent@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>

Subject: Strike Volunteers

Good afternoon,

Our volunteers that made our day run smoothly was our Target Excellence after school program teachers and neighbors in Curtis Park. The command center sent me a 4th ERT which was helpful when I requested to split up my 3/4th grade class apart since it was our largest group.

Thank you,

Mr. Tucker

Sent from my iPhone

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Hernandez, Maria <MHernandez@cta.org>
Sent: Monday, April 8, 2019 3:04 PM
To: Superintendent <Superintendent@scusd.edu>
Cc: Rukeyser, Jacob <JRukeyser@cta.org>
Subject: Sacramento City TA v. Sacramento City USD

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Dear Superintendent Aguilar:

Please see the attached Unfair Practice Charge in the above-mentioned matter.

Sincerely,
Maria C. Hernandez, Legal Assistant to
Jacob F. Rukeyser, CTA Staff Counsel
California Teachers Association (EST 1863)
Legal Department
650.552.5420 (office)
650.552.5019 (fax)
mhernandez@cta.org



The California Teachers Association exists to protect and promote the well-being of its members; to improve the conditions of teaching and learning; to advance the cause of free, universal, and quality public education; to ensure that the human dignity and civil rights of all children and youth are protected; and to secure a more just, equitable, and democratic society.

Connect with CTA on Social Media: [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)



STATE OF CALIFORNIA
PUBLIC EMPLOYMENT RELATIONS BOARD
UNFAIR PRACTICE CHARGE

DO NOT WRITE IN THIS SPACE:

Case No:

Date Filed:

INSTRUCTIONS: File the original and one copy of this charge form in the appropriate PERB regional office (see PERB Regulation 32075), with proof of service attached to each copy. Proper filing includes concurrent service and proof of service of the charge as required by PERB Regulation 32615(c). All forms are available from the regional offices or PERB's website at www.perb.ca.gov. If more space is needed for any item on this form, attach additional sheets and number items.

IS THIS AN AMENDED CHARGE?

YES ☐

If so, Case No.

NO ☐

1. CHARGING PARTY:

EMPLOYEE ☐

EMPLOYEE ORGANIZATION ☐

EMPLOYER ☐

PUBLIC ☐

a. Full name:

SACRAMENTO CITY TEACHERS ASSOCIATION, CTA/NEA

b. Mailing address:

c/o CALIFORNIA TEACHERS ASSOCIATION, Legal Department, 1705 Murchison Drive, Burlingame, California 94010

c. Telephone number:

650-552-5425

d. Name and title of
person filing charge:

Jacob F. Rukeyser, CTA Staff Counsel

E-mail Address: jrukeyser@cta.org

Telephone number:

650-552-5414

Fax No.: 650-552-5019

e. Bargaining unit(s)
involved:

Certificated employees

2. CHARGE FILED AGAINST: (mark one only)

EMPLOYEE ORGANIZATION ☐

EMPLOYER ☐

a. Full name:

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

b. Mailing address:

5735 47th Avenue, Sacramento, California 95824

c. Telephone number:

916-643-7400

d. Name and title of
agent to contact:

Jorge A. Aguilar, Superintendent

E-mail Address: superintendent@scusd.edu

Fax No.: 916-399-2058

Telephone number:

916-643-9000

3. NAME OF EMPLOYER (Complete this section only if the charge is filed against an employee organization.)

a. Full name:

b. Mailing address:

4. APPOINTING POWER: (Complete this section only if the employer is the State of California. See Gov. Code, § 18524.)

a. Full name:

b. Mailing address:

c. Agent:

¹ An affected member of the public may only file a charge relating to an alleged public notice violation, pursuant to Government Code section 3523, 3547, 3547.5, or 3595, or Public Utilities Code section 99569.
PERB-61 (7/22/2014)

SEE REVERSE SIDE

5. GRIEVANCE PROCEDURE

Are the parties covered by an agreement containing a grievance procedure which ends in binding arbitration?

Yes ☒ No ☐

6. STATEMENT OF CHARGE

a. The charging party hereby alleges that the above-named respondent is under the jurisdiction of: (check one)

- ☒ Educational Employment Relations Act (EERA) (Gov. Code, § 3540 et seq.)
☐ Ralph C. Dills Act (Gov. Code, § 3512 et seq.)
☐ Higher Education Employer-Employee Relations Act (HEERA) (Gov. Code, § 3560 et seq.)
☐ Meyers-Milias-Brown Act (MMBA) (Gov. Code, § 3500 et seq.)

☐ Los Angeles County Metropolitan Transportation Authority Transit Employer-Employee Relations Act (TEERA) (Pub. Utilities Code, § 99560 et seq.)
☐ Trial Court Employment Protection and Governance Act (Trial Court Act) (Article 3; Gov. Code, § 71630 – 71639.5)
☐ Trial Court Interpreter Employment and Labor Relations Act (Court Interpreter Act) (Gov. Code, § 71800 et seq.)

b. The specific Government or Public Utilities Code section(s), or PERB regulation section(s) alleged to have been violated is/are:
California Government Code section 3543.5(a), (b), (c)

c. For MMBA, Trial Court Act and Court Interpreter Act cases, if applicable, the specific local rule(s) alleged to have been violated is/are (*a copy of the applicable local rule(s) MUST be attached to the charge*):

d. Provide a clear and concise statement of the conduct alleged to constitute an unfair practice including, where known, the time and place of each instance of respondent's conduct, and the name and capacity of each person involved. This must be a statement of the facts that support your claim and *not conclusions of law*. A statement of the remedy sought must also be provided. (*Use and attach additional sheets of paper if necessary.*)

See Statement of Charge, attached hereto as Attachment "A"

DECLARATION

I declare under penalty of perjury that I have read the above charge and that the statements herein are true and complete to the best of my knowledge and belief and that this declaration was executed on April 9 2019

at Sacramento, California

(Date)

(City and State)

John Borsos

(Type or Print Name)

(Signature)

Title, if any: Executive Director, Sacramento City Teachers Association

Mailing address: SACRAMENTO CITY TEACHERS ASSOCIATION, CTA/NEA, 5300 Elvas Avenue, Sacramento

California 95819-2333

Telephone Number: 916-452-4591

E-Mail Address: jborsos@cta.org

STATEMENT OF CHARGE

Within the six months preceding the filing of this unfair practice charge, the Sacramento City Unified School District (District) has failed and refused to bargain in good faith with the Sacramento City Teachers Association, CTA/NEA (SCTA), the exclusive representative of the District’s certificated employees, has denied the statutory rights of SCTA, and has interfered with the statutory rights of the SCTA unit employees, in violation of the Educational Employment Relations Act, Government Code section 3540 et seq., as evidenced by the following:

Background Allegations

1. At all times relevant herein, the District has been a public school employer within the meaning of California Government Code section 3540.1(k).
2. At all times relevant herein, SCTA has been the exclusive representative within the meaning of Government Code section 3540.1(e) of the District’s certificated employees.
3. The District and SCTA (collectively, Parties) are signatory to a collective bargaining agreement with a term of July 1, 2016 through June 30, 2019 (CBA).
4. On or about March 15, 2019, SCTA announced that 92% of its members had voted to authorize SCTA to call a strike in response to the District’s numerous unfair practices.
5. At its March 21, 2019 meeting, the District’s Board of Education adopted Resolution 3073, concerning “Resolution in the Event of a Concerted Refusal to Work by Employees,” a true and correct copy of which is attached hereto as **Exhibit 1** (“Resolution”).

Count One: Unlawful Unilateral Change

6. The Parties’ CBA addresses unit employee pay, providing both salary schedules and specific extra-duty stipends. Pay is a matter within the scope of representation.
7. In its section addressing “Employee Participation in Strike,” the Resolution grants the District’s Superintendent or designee “discretionary authority to remunerate employees beyond the salary schedule (premium pay) for performing additional assigned duties” during a work stoppage. (**Exhibit 1**, p. 2.)
8. The Resolution thus addresses a matter within the scope of representation, namely unit employee pay, and purports to authorize the Superintendent unilaterally to make changes thereto. This authorization itself, apart from any change implemented thereunder, also constitutes a change from the status quo ante, as the Parties’ CBA specifies set salaries and extra duty stipends and does not permit the Superintendent unilaterally to change these pay rates.

Attachment “A” to Unfair Practice Charge
Page 2 of 5

9. Prior to thus changing and authorizing the Superintendent to change a matter within the scope of representation, the District neither bargained, nor offered to bargain with SCTA over the same.

10. By the above acts, the District has unilaterally altered the terms and conditions of employment of SCTA unit employees in violation of Government Code section 3543.5(c).

11. By the above acts, the District has similarly denied the statutory rights of SCTA in violation of Government Code section 3543.5(b) and has interfered with the statutory rights of the SCTA unit employees in violation of Government Code section 3543.5(a).

Count Two: Unlawful Interference

12. By purporting to authorize the Superintendent or designee unilaterally to pay SCTA unit employees a scab premium for crossing a SCTA picket line and working during a SCTA work stoppage, as well as by openly adopting such authorization and thereby publicizing the same, the District has likewise interfered with the statutory rights of SCTA unit employees in violation of Government Code section 3543.5(a). (*See, e.g., Aero-Motive Mfg. Co.* (1972) 195 NLRB 790.)

Count Three: Unlawful Unilateral Change

13. As noted above, the SCTA bargaining unit includes substitute teachers. The Parties’ CBA addresses substitute teacher pay. Pay is a matter within the scope of representation.

14. In its section addressing “Emergency Replacement Workers, Substitute Employees, and Independent Contractors,” the Resolution authorizes the District’s Superintendent to employ “substitute employees” during a work stoppage and to pay them “whatever rate he deems necessary ... not to exceed \$500 per day unless otherwise approved by the Board.” (**Exhibit 1**, p. 4.)

15. The Resolution thus addresses a matter within the scope of representation, namely substitute employee pay, and purports to authorize the Superintendent unilaterally to make changes thereto. The authorization itself, apart from any change implemented thereunder, also constitutes a change from the status quo, as the Parties’ CBA specifies particular rates of pay for SCTA unit substitute teachers and does not permit the Superintendent unilaterally to change these.

16. Prior to thus changing and authorizing the Superintendent to change a matter within the scope of representation, the District neither bargained, nor offered to bargain with SCTA over the same.

17. By the above acts, the District has unilaterally altered the terms and conditions of employment of SCTA unit employees in violation of Government Code section 3543.5(c).

Attachment “A” to Unfair Practice Charge
Page 3 of 5

18. By the above acts, the District has similarly denied the statutory rights of SCTA in violation of Government Code section 3543.5(b) and has interfered with the statutory rights of the SCTA unit employees in violation of Government Code section 3543.5(a).

Count Four: Unlawful Interference

19. By purporting to authorize the Superintendent unilaterally to pay SCTA unit employee substitute teachers a scab premium for crossing a SCTA picket line and working during a SCTA work stoppage, as well as by openly adopting such authorization and thereby publicizing the same, the District has likewise interfered with the statutory rights of SCTA unit employees in violation of Government Code section 3543.5(a). (*See, e.g., Aero-Motive Mfg. Co.* (1972) 195 NLRB 790.)

Count Five: Unlawful Unilateral Change

20. The Parties’ CBA addresses unit employees’ use of sick leave. (See Article 9.6, a true and correct copy of which is attached hereto as **Exhibit 2.**) Sick leave is a matter within the scope of representation.

21. The Parties’ CBA provides that unit employees may be required to provide a physician’s statement verifying his or her illness only under certain limited circumstances. It provides that a unit employee “shall” provide a physician’s statement if he or she is absent more than ten consecutive work days. (*Id.* at Section 9.6.1.7.) It further provides that the Superintendent may require a physician’s note “in any situation in which there is reasonable cause to believe that no valid grounds exist for the employee’s claim of sick leave.” (*Id.* at Section 9.6.1.8.)

22. The Parties’ CBA further provides that unit employees may use up to nine days of sick leave per year for reasons of “compelling personal importance.” (*Id.* at Section 9.6.2.) Beyond requiring that a unit employee using sick leave for a reason of “compelling personal importance” must indicate both his or her election to do so and also the reason(s) for this use of sick leave on the Employee Absence Report form (*id.* at Section 9.6.2.3), the Parties’ CBA does not restrict an employee’s contractual right to use sick leave for reasons of “compelling personal importance,” and does not require the employee to provide any other documentation or verification.

23. In its Resolution, the District adopts new restrictions and requirements regarding unit employees’ use of contractual sick leave. It provides that in the event of even a “suspected concerted withdrawal of services by employees,” the District “shall ... require a physician’s

Attachment "A" to Unfair Practice Charge
Page 4 of 5

certification from any employee who is absent on the date of said suspected withdrawal of the services and who files a claim for sick leave benefits..." (**Exhibit 1**, p. 3.)

24. The Resolution thus requires that every SCTA unit employee who is absent on during a "suspected concerted withdrawal of services" and thereafter uses a sick leave day to provide a physician's certification. It requires this even if (a) the employee is absent for ten or fewer days, (b) there is no "reasonable cause to believe that no valid grounds exist for the employees' claim of sick leave," and (c) the employee was not sick, but was instead absent for a reasons of "compelling personal importance."

25. The Resolution thus addresses and changes a matter within the scope of representation, namely employee leaves.

26. Prior to thus changing a matter within the scope of representation, the District neither bargained, nor offered to bargain with SCTA over the same.

27. Prior to thus changing the Parties' collectively-bargained sick leave provisions, the District neither bargained with, nor offered to bargain with SCTA.

28. In so doing, the District has unilaterally altered the terms and conditions of employment of SCTA unit employees in violation of Government Code section 3543.5(c).

29. The District has similarly denied the statutory rights of SCTA in violation of Government Code section 3543.5(b) and has interfered with the statutory rights of the SCTA unit employees in violation of Government Code section 3543.5(a).

WHEREFORE, Charging Party Sacramento City Teachers Association, CTA/NEA requests that the Public Employment Relations Board issue an order:

1. That the District violated Government Code section 3543.5(a), (b), and (c);
2. That the District cease and desist from unilaterally changing the terms and conditions of employment for SCTA unit employees, and from denying and interfering with the statutory rights of SCTA and its unit employees;
3. That the District immediately rescind its Resolution to the extent that it (a) changes, or authorizes the Superintendent and/or his designees unilaterally to change the terms and conditions of employment of the SCTA unit employees, and (b) unlawfully interferes with the statutory rights of the SCTA unit employees by holding out the promise of a scab premium in the event of a SCTA strike;

Attachment "A" to Unfair Practice Charge

Page 5 of 5

4. That the District post an appropriate notice at all places where such notices are regularly placed informing the community of PERB's determination that the District violated the EERA; post a copy of such notice on its website and distribute a copy of such notice to each and every SCTA unit employee via email; and that the District's Superintendent or Board President read such notice in public session at a regularly scheduled meeting of the District's Board;

5. That the District pay to SCTA its fees and costs incurred in the filing and prosecution of this unfair practice charge and any and all related proceedings; and

6. For all other appropriate and just relief.

EXHIBIT 1

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

RESOLUTION NO. 3073

**RESOLUTION IN THE EVENT OF A CONCERTED
REFUSAL TO WORK BY EMPLOYEES**

WHEREAS, the Board of Education finds that a strike, work slowdown, sick-out, work stoppage or other withdrawal of services by a substantial number of certificated employees would interfere with, impede or have the effect of interfering with or impeding the normal operation of the school district;

WHEREAS, the Board of Education finds that such withdrawal of services will result in great and irreparable damage to the schools and the pupils of the school district;

WHEREAS, the Sacramento City Teachers Association (“SCTA”) has made allegations of unfair practices by the District without detailed evidence; that in its “Messenger” on January 25, 2019, SCTA reported that its Executive Board “unanimously passed a resolution that if the District doesn’t cease its unlawful activities and the District proceeds with its efforts to ‘solve’ its budget fiasco by reducing services to students rather than addressing the bureaucratic bloat, we will bring the resolution to the Rep Council meeting on February 7th to begin strike votes thereafter”; that on February 15, 2019, SCTA reported that its Rep Council “unanimously passed a motion that directed moving forward with a membership-wide strike vote” and that SCTA expected the strike voting to conclude the second week of March; that on February 22, 2019, SCTA stated that it “might be forced to strike here in Sac City if the District continues its unlawful behavior,” and that “[t]o date, we have conducted strike votes at approximately 15 sites with strong turnout and good support”; that on March 15, 2019 at a press conference, David Fisher, president of SCTA, announced that SCTA is “setting this potential strike to protest those and other unlawful actions by the District”; and that on March 15, 2019, SCTA announced that 92% of its members voted to authorize SCTA Executive Board to call a strike if “[Superintendent] Aguilar, [Board President] Ryan and the District persist in their unlawful behavior and avoid taking measure to correct their unlawful behavior”;

WHEREAS, the District vehemently denies that it has committed any unfair practices that would justify a strike;

NOW, THEREFORE, BE IT RESOLVED it is the position of the Board that any actual or serious threat of concerted refusal to work by employees will constitute a legitimate emergency, and that the Board of Education hereby determines that a legitimate emergency exists as defined by California law, Board of Education policy and Administrative Rules and Regulations, effective immediately and lasting until the Board takes formal action to rescind this Resolution;

Authority of Superintendent

BE IT FURTHER RESOLVED that the Superintendent, in conjunction with the appointed Fiscal Advisor, is hereby authorized to contract with individuals, firms, or other public entities

for services, as needed, to keep the schools operating in a normal manner, when a work stoppage is imminent or at any other time the Superintendent deems the situation warrants such emergency action;

BE IT FURTHER RESOLVED that the Superintendent or his designated representative shall be the sole district employee authorized to close any of the district's education facilities and suspend all extra-curricular activities and events, including sports, student clubs, ASB, after school programs and student supports. Such facilities shall be closed, and activities and events suspended, when in the opinion of the Superintendent or his designated representative the physical welfare of the students or staff on that school site is in jeopardy because of the inadequate staffing or disruptive activities which take place on or within the vicinity of the site;

BE IT FURTHER RESOLVED that the Superintendent or his designated representative may authorize any appropriate legal action or defense in regard to matters relating to the emergency;

BE IT FURTHER RESOLVED that the Superintendent or his designee is directed that all student grades given during the emergency will stand as recorded and will not be made up or modified at the end of the emergency;

BE IT FURTHER RESOLVED that the Superintendent or his designee shall undertake appropriate action to implement this resolution, including, but not limited to, action necessary to insure and protect the physical and educational well-being of all students and the safety and property of the school district, including its agents, employees, representatives and all persons acting for or on behalf of the school district;

Employee Participation in Strike

BE IT FURTHER RESOLVED that all unauthorized absences shall result in the deduction of salary and paid benefits for each day of absence;

BE IT FURTHER RESOLVED that during any actual work stoppage, or any other time the Superintendent deems the situation warrants emergency action, the Superintendent or his designee is granted discretionary authority to remunerate employees beyond the salary schedule (premium pay) for performing additional assigned duties;

BE IT FURTHER RESOLVED that only authorized personnel may be allowed on school premises during a walkout or strike or any other work stoppage. Employees who are on strike or other unauthorized absence shall not enter school premises;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent shall report to the Board all such actions taken in accordance with this Resolution;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized and directed to reassign and replace any management, supervisory and confidential employee who is performing in an unsatisfactory fashion during an emergency;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to allow in his discretion the use of volunteers at any school facility during an emergency; these volunteers will be under the direction of a credentialed employee. All volunteers shall receive clear instructions regarding their responsibilities. The use of and the work performed by volunteers shall be in conformance with all applicable laws and regulations;

BE IT FURTHER RESOLVED AND ORDERED that, unless otherwise permitted by law, personal necessity leave may only be used by Sacramento City Teachers Association members in accordance with section D of Article 9.6 of the collective bargaining agreement. Under that section, personal necessity leave may be used only for the following purposes:

1. Death of a member of a unit member's immediate family. This would be in addition to bereavement leave as granted under the terms of this agreement. Members of the immediate family are defined as the following relatives of the unit member or his/her spouse: mother, father, grandmother, grandfather, son, daughter, niece, nephew, aunt, uncle, grandchild, brother, sister, any relative or person sharing the immediate household of the unit member, or a close friend;
2. Serious illness of a member of the unit member's immediate family as identified in section 2a, or accident involving his/her person or property, or the person or property of a member of his/her immediate family as identified in section 2a;
3. Placement of a child with the unit member through adoption or foster care; or
4. Observance of a religious holiday of the unit member's faith.

District employees who take personal necessity leaves during a strike for one of the above reasons may be required to file with the Board satisfactory evidence of entitlement to such leave.

BE IT FURTHER RESOLVED AND ORDERED that:

- a. In the event there is a suspected concerted withdrawal of services by employees, it shall be District procedure to require a physician's certification from any employee who is absent on the date of said suspected withdrawal of the services and who files a claim for sick leave benefits or other entitlements for the absence.
- b. Said certificate must be filed immediately upon return to work. In the event a District employee fails or refuses to furnish said certificate, said absence shall be treated as and be deemed to be unauthorized absence without pay.

BE IT FURTHER RESOLVED AND ORDERED that all vacations and professional leaves are suspended during the period of the emergency except by special authorization of the Superintendent or his designee.

BE IT FURTHER RESOLVED AND ORDERED THAT reasonable verification of absences may be required in addition to those specified above.

Emergency Replacement Teachers, Substitute Employees, and Independent Contractors

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ, subject to only subsequent ratification of the Board and according to law, emergency Replacement Teachers, substitute employees, and independent contractors:

- c. To ensure and protect the welfare, safety and educational wellbeing of all students;
- d. To ensure and protect the welfare and safety of persons working for the District which shall include its agents, employees, representatives and all others acting for or on behalf of the District;
- e. To protect District property;
- f. To ensure and protect the personal property of persons working for the District when such property is on District grounds; and/or
- g. To provide necessary staffing and instruction.

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ Replacement Teachers to be paid whatever rate he deems necessary to assure availability of Replacement Teachers. Such rate shall not exceed \$500 per day unless otherwise approved by the Board;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ Replacement Teachers or other substitute employees with bilingual certifications, or other evidence of fluency in the Spanish language deemed sufficient by the Superintendent, at a daily rate that shall not exceed \$500 unless otherwise approved by the Board;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to enter into contracts for performance of supplemental assignments or extracurricular activities, affecting those employees or units of employees participating in or supporting the concerted refusal to work, for the duration of the emergency;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to employ credentialed and classified part-time personnel and special lecturers for the duration of the emergency at the most appropriate rate. Such rate shall not exceed \$500 per day unless otherwise approved by the Board;

BE IT FURTHER RESOLVED AND ORDERED that the Superintendent is hereby authorized to retain whatever additional security, transportation, food, telephone, or other

services which are necessary for the duration of the emergency. Such additional services may include the employment of individuals and the contracting with independent contractors which provide such services;

Effective Date and Application of this Resolution

BE IT FURTHER RESOLVED that this resolution is an emergency measure within the mandate and jurisdiction of the Board of Education and is necessary for the immediate welfare of the schools and pupils thereof. Therefore, this resolution shall become effective immediately upon its adoption and shall remain in effect until repealed by formal Board action.

PASSED and ADOPTED by the Governing Board of the Sacramento City Unified School District this _____ day of _____, 2019.

AYES _____

NOES _____

ABSENT _____

ABSTENTION _____

GOVERNING BOARD OF THE
SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

President

EXHIBIT 2

- 9.5.11 Time spent on sabbatical leave shall count toward earned salary increments in the same manner as regular service. Any special grants or salary increases allowed all regularly certificated staff members while an employee is on sabbatical leave shall be allowed such employee upon return.
- 9.5.12 At the expiration of the sabbatical leave the employee, unless agreed otherwise, or unless the particular position shall have been eliminated, shall be reinstated in the position held at the time such sabbatical leave was entered upon.
- 9.5.13 Upon return from sabbatical leave, the employee shall file with the assistant superintendent, Personnel Services Office, verification of fulfillment of the purposes of the leave, as follows:
- 9.5.13.1 Transcripts showing completion of twelve (12) upper division or eight (8) graduate semester units of credit earned per semester at accredited four-year colleges or universities, if the purpose of the leave was for study at such institutions.
- 9.5.13.2 A letter of certification by a member of the faculty of an accredited four-year college or university describing the nature of the work completed and verifying that it was equivalent in effort and content to the units in 9.5.13.1 above, if the leave was for independent study or research.
- 9.5.13.3 A typed report of not less than 1500 words describing activities and benefits derived while on leave, if the leave was for travel.
- 9.5.13.4 The superintendent's designee may verify that the purposes of the leave were fulfilled or, if in doubt, shall refer the verification received to the District Certificated Professional Improvement Committee for a recommendation. If it is concluded that the purposes were not fulfilled, the employee may appeal to the Certificated Professional Improvement Committee by appearing before it in person. If the appeal is not sustained, the employee shall reimburse the District for the salary received while on leave or such part thereof as the committee may recommend, subject to review and approval by the superintendent.
- 9.5.14 If an employee on sabbatical leave suffers serious illness or injury which a qualified physician attests would prevent fulfillment of the purposes of the leave, he/she shall notify the District of this fact immediately. If the leave must be abandoned, the employee may return to District service as soon as a position for which he/she is qualified becomes available, and repayment of sabbatical salary shall be made as described herein. If the employee desires and a physician so recommends, the employee shall be granted a health leave of absence for the length of time recommended by the physician. At the conclusion of the health leave of absence, the employee may continue the sabbatical leave or return to service.
- 9.5.15 There shall be no restrictions placed upon the activities of an employee while on sabbatical leave so long as the purposes of the leave are fulfilled. Time spent on sabbatical leave shall count as regular District service in the determination of seniority, accumulation of sick leave credits, and eligibility for other fringe benefits.
- 9.5.16 In all matters not included in these regulations, the California Education Code shall govern sabbatical leave for this District, and all amendments to such code shall automatically affect these rules and regulations.

9.6 Sick Leave

9.6.1 Employee Illness

- 9.6.1.1 Ten (10) days of sick leave at full pay shall be accrued to each member of the bargaining unit annually for personal illness or injury at any time during a school year except that persons employed under contract in extended-year programs shall earn sick leave at the rate of one (1) day for each full calendar month of service. A full month of service shall be defined as no less than 75 percent (75%) of the required working days of any calendar month for an employee.
- a. The District will continue to give full force and effect to the sick leave entitlement set forth in Article 9 of the collective bargaining agreement between the Parties, although the internal reporting and accrual of such time will be described, calculated and maintained only in "hours" instead of "days."
- b. The accrual of sick leave in "hours" will be converted to "days" when reported to STRS, if required by STRS.

- c. The District's internal conversion of sick leave reporting and accrual from "days" to "hours" does not adversely affect the sick leave reporting or accrual of any SCTA unit member. For example, the standard for one-half day sick leave for a six-hour employee will continue to be three hours, even though the actual time of the sick leave could be slightly more or less than three hours, depending on the employee's schedule.
 - d. SCTA unit members shall be able to continue to utilize sick leave in one hour increments.
 - e. Schools and departments can continue to utilize local practices to cover for employees without sick leave deduction(s) who are absent short durations of time.
- 9.6.1.2 Sick leave up to the maximum earnable within any given school year need not be earned by an employee before it is used.
 - 9.6.1.3 In case any regular employee resigns or otherwise leaves the service of the school District, after having used more sick leave days than may have been earned for any current year at the rate of one (1) day per calendar month, as defined above, plus any prior year accumulations, a deduction shall be made in the salary or wages which may be due for each day of sick leave used and not earned. In case no salary or wages are still due at time of termination of service, the employee shall be properly billed for repayment to the District of pay received for unearned sick leave days that have been used.
 - 9.6.1.4 Any unused portion of sick leave shall be accumulated without limit.
 - 9.6.1.5 A member of the bargaining unit, while on unpaid leave of absence granted by the Board of Education, shall maintain any sick leave credits which were accumulated prior to such leave but shall not accumulate any additional sick leave credit during the period of such leave.
 - 9.6.1.6 In case an employee severs official connection with the District and is reemployed at a later date, all unused sick leave credits on file at the close of the prior employment period shall be reinstated provided, however, that reemployment must occur within thirty-nine (39) months after the date ending the prior employment if such sick leave credits are to be reinstated.
 - 9.6.1.7 For personal illness absence of any member of the bargaining unit exceeding ten (10) consecutive workdays, a physician's statement verifying the illness shall be provided by the employee in addition to the regular monthly absence report. For extended illness absence, a physician's written statement relative to necessity for continued absence is required. This requirement may be waived by the assistant superintendent, Personnel Services Office, on his own volition or upon the recommendation of the employee's immediate supervisor.
 - 9.6.1.8 Nothing shall be deemed to prevent the superintendent or designee from requiring a doctor's verification as to the employee's claimed illness in any situation in which there is reasonable cause to believe that no valid grounds exist for the employee's claim of sick leave. If any employee's immediate supervisor has reasonable cause to believe that an employee has abused sick leave privileges, the supervisor shall confer with the employee giving every opportunity to establish that illness had occurred. Following such conference, if the administrative supervisor feels that sick leave privileges have been abused, such reasons shall be communicated to the employee in writing before a doctor's verification may be required.
 - 9.6.1.9 After all earned sick leave days at full pay are used and illness absence continues, a member of the bargaining unit, except one employed on an hourly basis, shall receive the difference between contract daily rate and the amount paid a day-to-day substitute at the current minimum substitute rate for a period not to exceed 100 required service days. The 100 required service days period is exclusive of the earned sick leave days at full pay.
 - 9.6.1.10 Absences for reasons of health for less than three (3) months are considered day-to-day illness absences, and replacement personnel, when authorized, are employed on a day-to-day substitute basis. When it is anticipated that absences related to health will extend for a period of from three (3) months to a full year, a regular employee of the District shall contact the Personnel Services Office to arrange for a formal, Board-granted health leave of absence. Such leaves may be extended beyond one year at the discretion of the Board. Since formal, Board-granted health leaves of absence are for specified periods of time, authorized replacement personnel, whenever possible, will be employed on a long-term substitute contractual basis. Health leaves of absence will be granted only upon the written recommendation of a physician and shall be subject to the approval of the superintendent. A physician's written statement that the employee is capable of resuming a full-time service is

also necessary upon return. All benefits and provisions related to personal illness absence as described in these regulations are applicable both to day-to-day illness absences and to formal health leaves of absence.

9.6.1.11 Nothing contained in these sick leave regulations shall be deemed in conflict with the provisions of the Workers' Compensation Insurance and Safety Laws.

9.6.1.12 All members of the bargaining unit compensated on an hourly basis shall earn one (1) hour of sick leave credit for each eighteen (18) hours of per session or Adult Education Hourly service. Personnel who are employed on a regular contract basis may not use such sick leave credits for any purpose other than for absences from per session service; however, if a per session employee is assigned contract status, the per session sick leave credits so accumulated shall be available for his/her use as a contract employee.

9.6.2 Use of Sick Leave for Compelling Personal Importance

9.6.2.1 Sick leave, not to exceed nine (9) days per year may, at the employee's election, be used for any of the following reasons of compelling importance. Prior approval shall not be required except to give as much notice as possible to the employee's principal or other administrator in charge so that a substitute may be obtained.

9.6.2.1.1 Death, accident, or illness involving the employee's immediate family, other relatives, or close friends; accident involving the employee's personal property or the personal property of the immediate family, other relatives, or close friends. These days are in addition to those provided for bereavement, imminent death, or emergency.

9.6.2.1.2 Inability to get to the employee's assigned place of duty because of circumstances beyond control. Not less than one-half (1/2) day of leave may be used for this purpose except that not less than one (1) full day of leave may be used for this purpose in those instances where prior notification is not given.

9.6.2.1.3 Appearance in any court or before any administrative tribunal as a litigant, party or witness under subpoena or any order made with jurisdiction, except when acting as an agent for the District.

9.6.2.1.4 To attend religious observances or weddings, ceremonies, or traditional observances honoring the employee or members of the employee's immediate family.

9.6.2.1.5 To attend to legal or business matters which are of compelling personal importance.

9.6.2.1.6 To take examinations related to advanced training which cannot be scheduled during off-duty hours (in such cases the employee shall attach to the employee's absence report satisfactory written evidence of the requirement).

9.6.2.2 The following are not considered reasons of compelling personal importance: attendance at or participation in functions which are primarily for the employee's amusement, pleasure, personal convenience; the extension of holidays or vacation periods; accompanying a spouse on a trip when such travel is not otherwise authorized by these rules; seeking or engaging in other employment; engaging in a strike demonstration, picketing, lobbying, rally, march, campaign meeting, or any other activities relating to work stoppage or political campaigning.

9.6.2.3 The employee's election to use sick leave credits for any of the purposes allowable shall be indicated on the Employee Absence Report form which shall be attached to the payroll section's copy of the Monthly Absence Report. The employee shall check on the Employee Absence Report form the reason(s) for use of sick leave credits for reasons of compelling personal importance.

9.7 Those employed on an hourly basis for at least one semester for not less than ten (10) hours per week, and personnel under contract with the District, excluding summer-session per session personnel, shall enjoy the following leave provisions:

9.7.1 Bereavement Leave

9.7.1.1 Hourly employees shall be entitled to bereavement leave with pay from all assignments during a four (4) day period for each event of death in the immediate family as defined in 9.3.3.1. If out-of-state travel, or travel in excess of 250 miles is required, the bereavement leave period will span five (5) days beginning with one (1) day after death.

I am employed in County of San Mateo, State of California. I am over the age of 18 and not a party to the within action; my business address is: 1705 Murchison Drive, Burlingame, California, 94010.

On April 8, 2019, I served the foregoing document(s) described as **Unfair Practice Charge, Sacramento City Teachers Association**, on all interested parties in this action by placing a true copy thereof enclosed in sealed envelope(s) addressed as follows:

Jorge Aguilar, Superintendent
Sacramento City Unified School District
5735 47th Avenue
Sacramento, CA 95824
E-mail: superintendent@scusd.edu

- ☒ **BY MAIL:** I am "readily familiar" with practice of collection and processing correspondence for mailing in this office. Under that practice it would be deposited with the U.S. Postal Service on that same day with postage thereon fully prepaid at Burlingame, California, in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.
- ☐ **BY OVERNIGHT:** By overnight courier, I arranged for the above-referenced document(s) to be delivered to an authorized overnight courier service for delivery to the addressee(s) above, in an envelope or package designated by the overnight courier service with delivery fees paid or provided for.
- ☐ **BY FACSIMILE:** I arranged for the above-entitled document(s) to be sent by facsimile from facsimile number (650) 552-5019 to the above-listed facsimile number(s) prior to 5:00 p.m. The facsimile machine I used complied with the applicable rules of court. Pursuant to the applicable rules, I caused the machine to print a transmission record of the transmission, to the above facsimile number(s) and no error was reported by the machine. A copy of this transmission is attached hereto.
- ☒ **BY EMAIL** By electronic mail transmission this date to the email address(es) listed above.

Executed on **April 8, 2019**, at Burlingame, California, I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

MARIA C. HERNANDEZ

PROOF OF SERVICE

From: [Victoria Flores](#)

To: [Neng Her](#)

Date: 4/10/2019 10:18:58 AM

Subject: Work Stoppage - Medical Documents

Attachments: Volunteer Agreement Form 18-19.pdf

Dear Principal Her,

As I shared at yesterday's meeting, the Health Services team has been working to equip you with the tools and resources to meet the health needs of your students in the event of a strike. Your school's Work Stoppage Google Folder has a sub-folder called Medical Care.

Edward Kemble: <https://drive.google.com/> [REDACTED]

Medical: <https://drive.google.com/> [REDACTED]

We have uploaded the following resources to your Medical Care folder:

- *Health Services Contingency Checklist and Forms:*
 - This document includes:
 - § *School Contingency Plan Checklist* – this lists the documents that you need to complete and keep on hand. You will see that the first item *Student Contingency Plan for Medical Care* has been checked off as completed. Please see the Student Plans section below for more information.
 - § *Emergency Medication Administration Contingency Plan* – Please complete this document for each student who has Emergency medication such as epinephrine or diastat.
 - § *Stock Epinephrine Administration Contingency Plan* – Your 18-19 roster of trained volunteers should be in your Epi-Pen binder. If everyone on your list for this year is SCTA, please review rosters for previous years to assess if a non-SCTA member has volunteered in the past. If yes, they can complete the enclosed 18-19 Volunteer Agreement and fill in the Training Box on page 2 with the training date and Nurse information from a previous school year. *If you are unable to identify a trained volunteer who will be present on 4/11/19, please contact Health Services immediately at (916) 643-9412.*
 - § *Daily Medication Administration Contingency Plan* – This form is to account for your regular medication administration, such as inhalers or other daily medication taken.
- *Conditions & ECPs:*
 - We have generated a Health Condition Alerts Report for your school which includes all students with a health condition which has been flagged in Infinite Campus. We have highlighted any reference to an ECP (Emergency Care Plan), and included the most recent ECP documents for each condition. For some students, you may find that the ECP included is from a previous school year or lists the school, grade, and teacher who were assigned to the student at the time the ECP was created. *Please ensure that any Replacement Teachers or Substitutes have a copy of any ECPs for students who will be in their care.*
- *Student Plans (if applicable):*
 - If any of your students receive direct medical care through a 504 accommodation, we have created a contingency plan for this student which outlines the level of coverage they receive, who currently provides their care, and who will be providing their care during a strike. We have included Student Profiles, ECPs, and any standing orders we have access to centrally. *Please check these to ensure that you attach any signed 504 plans or doctor's orders (signed by both doctor and guardian) you have on site which may be more recent than what we included in the packet.*
 - If any of your students receive direct medical care through their IEP, Special Education will be uploading a contingency plan for them. *Please check back later if you do not yet see this documentation in the folder.*

Please feel free to call the Health Services Dept at (916) 643-9412. We will be here all day Thursday and we will have our Nurse Manager (Tami Cisneros, RN/Coordinator II) available to address any questions or concerns.

Health Services Coordinator II - Tami Cisneros' direct line is [REDACTED]

Health Services Technician - Rebecca Wall's direct line is [REDACTED]

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]

Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

The information contained in this e-mail is intended only for the individual or entity to which it is addressed. Its contents (including any attachments) may contain confidential and/or privileged information. If you are not an intended recipient you must not use, disclose, disseminate copy or print its contents. If you receive this e-mail in error, please notify the sender by reply e-mail and delete and destroy the message.

From: [Alex Barrios](#)
To: [Jorge Aguilar](#)
Date: 4/8/2019 5:36:48 PM
Subject: FW: op-ed submission-Superintendent Jorge Aguilar
Attachments: Superintendent Op-Ed 4.8.19.docx

FYI—Sent

From: Alex Barrios
Sent: Monday, April 08, 2019 5:36 PM
To: 'gduran@sacbee.com'
Subject: op-ed submission-Superintendent Jorge Aguilar
Importance: High

Hello Gil,

Good afternoon. I hope you are well.

First, I want to apologize in advance for not submitting the attached op-ed to you sooner. However, the impending teachers strike in Sacramento City Unified School District planned for this Thursday, April 11th is a hot topic in the news and I am hoping that you would be willing to give Superintendent Jorge Aguilar an opportunity to weigh in with his thoughts on this matter before this Thursday. Attached is his opinion piece on this issue.

Please let me know if it is still possible to get this published. Also, I understand you are interested in getting more perspective from the District on the strike. Let me know how I can help in getting you the information you need. Thank you.

Sincerely,

*Alex Barrios
Chief Communications Officer
Sacramento City Unified School District
(916) 752-3705*

From: [EdSource <edsource@edsource.ccsend.com>](mailto:edsource@edsource.ccsend.com)
To: [Gloria Chung](#)
Date: 4/11/2019 11:43:11 AM
Subject: Efforts to restrict charter school growth in California inch forward in state Legislature

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

APRIL 11, 2019

EdSource Today



Efforts to restrict charter school growth in California inch forward in state Legislature

By Louis Freedberg, *EdSource*

The Assembly Education Committee chaired by Assemblyman Keith McCarty, a former high school teacher, approved legislation that, among other things, would place a cap on charter schools in the state to approximately their current levels, and deny the State Board of Education the ability to approve a charter application after being denied by a school district or county office of education.

[Read more](#)



Commentary

How one district achieved a more collaborative labor-management partnership

By Joel Knudson for *EdSource*

San Jose Unified and its teachers union offer model for how to move from combat to collaboration, researcher says.

[Read more](#)

Our picks from other sources

Hundreds of teachers at Sacramento City Unified walk out on one-day strike

By Sawsan Morrar, Benjy Egel and Alexandra Yoon-Hendricks, [Sacramento Bee](#), April 11

Delhi teachers picket school board, seek 'fair share' as contract negotiations impasse declared

By Vikaas Shanker, [Merced Sun-star](#), April 10

L.A. schools chief Austin Beutner says no major restructuring is in the works

By Howard Blume, [Los Angeles Times](#), April 10

Crackdown on California charter schools brings out hundreds to protest at Capitol

By Andrew Sheeler and Hannah Wiley, [Sacramento Bee](#), April 10

A CSU officer's nap time that cost the state \$16K and other abuses uncovered by state audit

By Michelle Robertson, [SF Gate](#), April 10

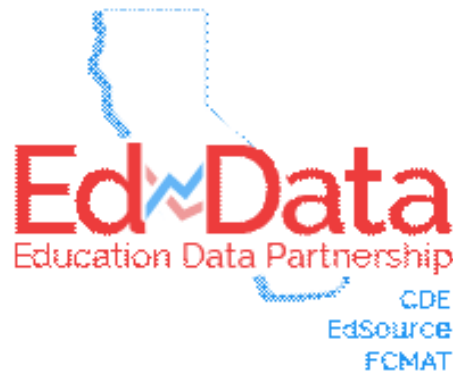
Internal memo contradicts DeVos on using federal money to buy guns for teachers

By Laura Meckler, [Washington Post](#), April 10

Get a guided "tour" of Ed-Data

Join us Thursday, April 11 at 3 pm for a live webinar that will walk you through the data and functionality on Ed-Data, with a special focus on financial and teacher salary data.

[Click here to register or learn more.](#)



Also of Interest

Promising signs of math achievement in San Francisco

One of the most debated policies following California's adoption of Common Core math was San Francisco's decision to require all students to take the same math courses in middle school leading to Common Core Algebra I no earlier than 9th grade. Parents protested their kids would be denied a chance to take Calculus by 12th grade. But a new brief by Joel Knudson of the California Collaborative on District Reform shows promising results, with far fewer students repeating Algebra I. By doubling up math courses later in high school, more students are taking pre-Calculus, Calculus or Advanced Statistics before graduating – with signs of closing the performance gap of African American and Latino students. Still to come: following this year's senior into higher ed. To read the brief, [go here](#).

2019 California School-Based Health Conference

The California School-Based Health Alliance (CSHA) and the L.A. Trust for Children's Health are hosting the [2019 California School-Based Health Conference: Advancing Wellness & Best Practices for the Future](#), at the Crowne Plaza Redondo Beach and Marina Hotel in Redondo Beach on May 9-10.

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We have exciting opportunities for ambitious and innovative journalists who want to work in our Oakland or Los Angeles offices as education reporters.

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From: [Alex Barrios](#)

To: [Andrea Starace](#)

Date: 4/23/2019 10:34:49 AM

Subject: Change notification by alex-barrios

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04/23/2019 - 10:34am

Putting Children First »

Content change notification

The user [alex-barrios](#) has made the following changes:

(The user did not leave a log message.)
-- alex-barrios <Alex-Barrios@scusd.edu>

Edit this

Summary of changes

Old version by [alex-barrios](#)
December 8, 2018 - 6:09pm

New version by [alex-barrios](#)
April 23, 2019 - 10:34am

Changes to **Title**

- Watch Latest News Stories

+ Key Upcoming Dates

Current revision:

Key Upcoming Dates

District enters health cost savings implementation agreement with four out of five labor unions, waits for SCTA to join

KCRA 3 @ 11pm, 12/6/18 & 5am, 6am on 12/7/18

[Watch Video](#)

Sac City Unified, four out of its five unions, agree to implement health cost savings in face of continued budget woes

Sacramento Bee, 12/6/18

[Read Article](#)

Sac City Unified still missing one labor union to achieve health savings (headline translated from Spanish)

Univision 19 @ 11pm, 12/6/18

[Watch Video](#)

Sac City Unified leaders working with four out of five labor unions to solve budget deficit

CBS 13 @ 10pm, 12/6/18



[Watch Video](#)

Sac City Unified holds budget deficit press conference with four of its five labor unions

Fox 40 @ 10pm, 12/6/18

[Watch Video](#)

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You are receiving this e-mail because you have requested to receive district updates or signed up on our website. If you are receiving this message in error, please [contact us](#) so we can promptly resolve the problem.

From: [Stephan Brown](#)

To: [Stephan Brown](#)

Date: 4/21/2019 1:49:50 PM

Subject:

Attachments: district communication to families

FW: more emails

RE: End of week message

FW: Healing

FW: Update About Tomorrow (4/11)

FW: Update About Tomorrow (4/11) (1)

FW: more positive emails responding to your "Good morning" email

FW: positive emails to this morning's email

From: [Alex Barrios](#)
To: [Alex Barrios](#)
Date: 4/9/2019 9:13:45 AM
Subject: district communication to families

Dear Principals (all bcc'd),

Yesterday evening all district parents and families received a phone call from the District, as well as an Infinite Campus message and text message (if signed up to receive texts) with [this message](#). The message was sent in five languages and states that all schools will be open this Thursday, meals will be served and bus routes will operate as usual. This message is posted on our website and you can download the message in our five major languages (Spanish, Chinese, Hmong, Vietnamese, Russian) on our website at this link: <https://www.scusd.edu/pod/teacher-strike-updates-all-schools-open-thursday-april-11th>.

All future updates will be posted on our district website at www.scusd.edu. Thank you.

Sincerely,

*Alex Barrios
Chief Communications Officer
Sacramento City Unified School District
(916) 752-3705*

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 3:19:06 PM
Subject: FW: more emails
Attachments: It's not too late
Good Morning
A Plea From a Concerned Teacher

From: Martina Gomez
Sent: Thursday, April 11, 2019 5:11 PM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: more emails

From: [REDACTED]
To: [Superintendent](#)
Date: 4/10/2019 11:25:55 AM
Subject: It's not too late

Think of the students. I'm very hopeful that the district will come to an agreement with SCTA.

I was very encouraged when you came to the district with the message of disrupting the inequities and seeing the systems that cause these inequities for our students. I am excited about the work that I'm doing at sites using improvement science and seeing the growth of teams as they go through PDSA cycles and meet their AIM's. All of this is possible because of the vision and passion you brought to our district.

Improving our inequitable system requires the work of teachers. We can't change the system without the support of the teachers.

Support the teachers by finding a way to honor what was promised and let's get back to the business of interrupting an inequitable system so that all students are given an equal opportunity to graduate from high school with the greatest number of post secondary choices from the widest array of options.

[REDACTED]

Sacramento City Unified School District | 5735 47th Avenue | Sacramento, California 95824

[REDACTED]

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 11:47:14 AM
Subject: Good Morning

Good morning Mr. Aguilar,

It was a pleasure to meet you this morning, I wish it had been under different circumstances.

I am the new teacher at Success Academy that is hoping for a quick resolution to this very complicated issue.

Over the past few months I became involved with the Union and the negotiation process to better understand the issue and to be part of the solution. I believe that this has given me a deeper understanding of the issues at hand.

I would like to first request that I remain anonymous as some of the Union teachers are very angry and I do not want to worry about repercussions. I do have friends in the district on both sides of this issue and feel compelled to reach out and offer my suggestions on how to find a common ground and hopefully resolution.

From my understanding the dispute/discrepancy/disagreement involves the framework portion of the contract. To keep it simple, I will address the framework by line item.

1. Salary agreement: I believe this is in arbitration
2. School Calendar: The contract clearly identifies meeting within 15 days to confer about the upcoming calendar and clearly states that the start date is to be no later than the 3rd week in August. I realize that there were issues brought up by the Union, and now the onus is being placed on the community as needing notice before changing.
 - I think this could be a point to revisit in negotiations because of the fact that the Union is demanding that the district follow the contract, we should be held to the same standard.
3. _____ District: cannot read the first word, and unsure what this is about.
4. Other committees: not sure what was being asked for here.
5. Class size and staffing goals: clearly stated as non-binding and seem to be a perfect world request with a closing paragraph that states that the funding will be based on Health Care savings and that if funds are not sufficient, then the parties will meet and negotiate priorities.
 - This seems to be the hot topic
 - In the contract in Article 13, it clearly states that on or before July 1, 2018 changes to the health plan would be negotiated and that the savings would be applied to this section. Your letter stated it did not; however, the Union states that there were changes and savings made, unsure as I cannot validate the claim.
 - Did this happen? If so, how much was saved? And was there any negotiation on how to spend it?
 - If it did not happen, is this a one-time opportunity that was missed because the contract is through June 30, 2019?
 - If it did happen, is there contract language that I did not see that addresses the continued budget expense?
6. CTE permanency- seems like a reasonable request; however, vocational staffing is also impacted by need and funding. Sometimes CTE can be funded by one time monies. This may be more complicated than I realize.

My final thought to share, and this is from my years of experience with Indian Ed as a parent on the parent committee, why is negotiating with all of the stakeholders happening in a bubble? It seems that it should be done as a group. It makes for longer negotiations and no one walks away completely happy; however, everyone has had an opportunity to be part of the process and the result is a balanced budget. In order for that to be a reasonable expectation, we would need to know how much to allocate per pupil for supplies annually and the amount of other fixed costs, such as transportation of students to and from school sites. From there identifying the staffing needs and funding appropriately. Once all of that is done, then negotiating any surplus of funds would happen. And if that happens with all parties involved, then everyone can work together to address all needs. It takes all parties to run the district and all parties should be able to come together and be a part of the decision making process. With Indian Ed we had to publish to the community that we were voting to approve the budget that was designed by the budget committee. All who wanted to vote on the budget would do so and it had to pass before the parent board could approve it. I know it would make for a time consuming venture; however, if a similar process was in place, then we could potentially avoid another debacle like this one. Additionally, all contracts would be negotiated during the budget process and the language would be very clear to prevent any future misunderstandings. If a negotiations and budget committee is established there needs to be decorum and Rogers Rules of Order followed with a Sergeant of Arms to remove anyone who is unable and unwilling to comply with the established rules of conduct.

I sincerely hope that this crisis is resolved quickly, not only because I want to remain here at Success Academy but because I truly do not want to see the district enter into receivership.

Respectfully,

[REDACTED]

From: [REDACTED] >
To: [Superintendent](#)
Date: 4/11/2019 4:22:48 PM
Subject: A Plea From a Concerned Teacher

Warning! This message originates from OUTSIDE the District's email system. Please verify the sender and contents before opening attachments or clicking any links. Contact the Technology Services Help Desk at 916-643-9445 with any questions.

Dear superintendent Aguilar,

I write you today both as a concerned teacher and a concerned citizen. Today I participated in the teacher's strike which was held to address grievances teachers have with the fulfillment of our newly signed contract, as well as to address concerns about the way this district is managed and the way our resources are allocated.

I, for one, did not want to strike and I would much rather have found other solutions to our disagreements than one that impacts our students and our communities, but I also cannot deny the objective evidence of mismanagement and dysfunction that plagues our district and I stand with my colleagues when we say that there must be change.

I have tried my best to do my research and understand these issues but the bottom line is, I am not a lawyer, or an accountant, and the financial workings of our district is something that I cannot speak to with any authority. As a special education teacher I cannot claim to know how we need to spend our resources, nor on how to effectively run a district, but I can say, from my perspective, that something is wrong within our district and we need to find a remedy before it is too late.

As a teacher I feel unsupported, left alone on my island to deal with an impossible job, affected by factors that are beyond my control and it seems wherever I look, be it transportation or HR, everyone feels this way. We need change, we need leadership.

I don't want another strike, and I desperately want a culture of trust and admiration between administration and teachers, but I can't see that happening unless both sides can be on the same team.

We know, based on the FCMAT report, that the district has been fiscally irresponsible, for long before you ever arrived, yet now it feels as though the teachers are asked to fall upon the sword to pay for the district's mismanagement while it appears administration makes no sacrifice. If this is to be set right, amends need to be made. I implore you to consider laying some "meat on the table" so to speak, as a gesture of commorodery and to take some accountability.

In my humble, and admittedly inexperienced, opinion, I think this would go a long way in repairing the relationship with the teachers.

Take from this plea what you will, but please heed my words that teachers are feeling under supported, under appreciated, and in some ways under funded, and this only serves to further the rift between administration and the staff who run these schools.

Humbly,

[REDACTED]



From: Superintendent
Sent: Friday, April 5, 2019 6:40 PM
To: Superintendent <Superintendent@scusd.edu>
Subject: End of week message

Dear Colleagues,

While I would like to write about so many things that I was honored to see this week, participate in, or was aware that happened, I understand this week has been filled with many strong emotions, wonderings, and questions.

Despite wanting to write about what I saw during school visits, events recognizing staff work, interactions with students learning about high school graduation requirements, watching elementary basketball games, or attending receptions honoring students and staff across our district, I recognize we are all taking time to personally reflect on how we feel about the current situation facing Sac City Unified Schools.

I do not believe it is my place to render judgment on anyone's feelings. What I do want to say is that I am extremely proud to be your colleague. I want what all of you want—only the best for our students, employees, and families. I am committed to treating each and every member of our team with dignity and respect in all of our interactions. We are all employees of the same team, serving the same students and with the common goal of giving them every opportunity to reach their full potential.

Our students depend on us for a quality education and the same opportunities that we have had in our lives. I believe we need to invest more to achieve equity in our schools and success for all of our students. I believe we need to invest in people and programs so our students can graduate from our District schools, college and career-ready. Together, we will find a way to do this.

Thank you for the work you are doing for our students and families. I appreciate your ongoing commitment to serving our students and their needs. As always, feel free to message me with any thoughts, feelings or concerns you have.

Sincerely,

Jorge A. Aguilar

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 1:42:47 PM
Subject: FW: Healing

From: [REDACTED]
Sent: Tuesday, April 9, 2019 10:30 AM
To: Jorge Aguilar <JAguilar@scusd.edu>
Subject: Healing

Superintendent Aguilar,

You may not know, but I have been a vocal supporter of your leadership of SCUSD.

I believe in your mantra of preparing all students for the greatest number of post-secondary choices from the widest array of options.

Our district needs your type of informed, hands-on leadership. Your ~~un~~willingness to accept less for any student is both appropriate and admirable.

As you are well aware, teachers are faced with a distasteful strike, one that could propel us further toward "state take-over", just to have their concerns heard, valued and respected. Most of us believe we are *equals* striving to educate some of Sacramento's most vulnerable students and have difficulty comprehending that the severing of our relationship will do any good for our students.

Mr. Aguilar, you are about to lose any good will and collective consciousness you have taken a couple of years of hard work and regular encouragement to foster.

I implore you to consider the greater good that is gained by owning both your and the Boards considerable successes and some mistakes and bridge the gap between District and Teachers.

I don't know if compromise assists you in your political future, but I have a feeling that's not why you became Superintendent, anyway.

You are in my thoughts and prayers, as are the members of SCTA and the thousands of students in SCUSD.

[REDACTED]

[REDACTED]

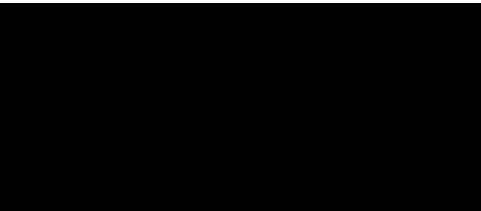
Contents of this e-mail may contain confidential student information and is not for the cumulative record. Do not forward this e-mail; delete and remove e-mail after reading. If you received this e-mail in error, please notify the sender and delete the e-mail from your mailbox. These actions are critical to maintain confidential records, protect student/family privacy, and to comply with HIPAA & FERPA regulations.

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 1:40:59 PM
Subject: FW: Update About Tomorrow (4/11)

From: Superintendent
Sent: Wednesday, April 10, 2019 4:55 PM
To: Jorge Aguilar <JAguilar@scusd.edu>; Lisa Allen <Lisa-Allen@scusd.edu>; Alex Barrios <Alex-Barrios@scusd.edu>
Subject: FW: Update About Tomorrow (4/11)

From: [REDACTED]
Sent: Wednesday, April 10, 2019 3:59 PM
To: Superintendent <Superintendent@scusd.edu>
Subject: RE: Update About Tomorrow (4/11)

I try to see all sides, but as an SCTA member, I am only hearing the SCTA side of things. Can you please let me know *why* you didn't enter the room on Monday? I am trying desperately to give you the benefit of the doubt, but as far as I'm aware you haven't made any comment. Those of us teachers who are trying to see both sides are feeling dismayed. What is the intended outcome here? I believe that leading with transparency and hearing each other's experience is the only way out of this mess.



From: Superintendent
Sent: Wednesday, April 10, 2019 2:10 PM
Subject: Update About Tomorrow (4/11)
Importance: High

Dear SCUSD Employee,

Please see attached correspondence regarding tomorrow's scheduled SCTA strike.

Jorge A. Aguilar
Superintendent
Sacramento City Unified School District

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 1:40:23 PM
Subject: FW: Update About Tomorrow (4/11)

Stephan,
Here are more and will continue to send others. Thanks!

From: Superintendent
Sent: Wednesday, April 10, 2019 4:58 PM
To: Jorge Aguilar <JAguilar@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: FW: Update About Tomorrow (4/11)

From: [REDACTED]
Sent: Wednesday, April 10, 2019 4:44 PM
To: Superintendent <Superintendent@scusd.edu>
Cc: Christel Billingsly <Christel-Billingsly@scusd.edu>; Enrique Flores <Enrique-Flores@scusd.edu>
Subject: RE: Update About Tomorrow (4/11)

To whom it may concern,

Please be advised that on Friday you will need to dock my pay because I am not able to come to work. As a parent of [REDACTED] in the district, it is necessary for me to support them and the efforts of their teachers and coaches on Friday. My [REDACTED], then he is [REDACTED]. At the same time, [REDACTED]. For every event taking place, the school /teacher/coaches are desperate for volunteers.

Neither [REDACTED] or I like to miss work. Both of us are committed to being professional and realize the stress our absence can put on our co-workers and those who depend on us. But unfortunately, the school system can't provide the funding necessary for drivers, timers, chaperones, or supplies, so my husband and I often step in when other parents can't or choose not to. Friday is one of those days when we are needed the most.

One of the benefits of coming to the teaching profession as a later-in-life career is my pay does not reflect my ability and commitment as a teacher. Therefore losing a day's pay really does not affect my household budget, but it will put a complete stop to the additional classroom supplies, prizes, pizza parties, anonymous payments for school trips and yearbooks I provide for my students. I am sure a parent at the school will step in and make up the difference.

Enjoy a wonderful Spring Break.

Sincerely,
[REDACTED]

From: Superintendent
Sent: Wednesday, April 10, 2019 2:10 PM
Subject: Update About Tomorrow (4/11)
[Dear SCUSD Employee,](#)

[Please see attached correspondence regarding tomorrow's scheduled SCTA strike.](#)

Jorge A. Aguilar
Superintendent
Sacramento City Unified School District

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 1:34:35 PM
Subject: FW: more positive emails responding to your "Good morning" email
Attachments: RE: Good morning
RE: Good morning (1)
Re: Good morning (2)
RE: Good morning (3)
RE: Good morning (4)
RE: Good morning (5)
RE: Good morning (6)
Re: Good morning (7)

[Here are more – thanks!](#)

From: Martina Gomez
Sent: Thursday, April 11, 2019 3:10 PM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: more positive emails responding to your "Good morning" email

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 10:03:20 AM
Subject: RE: Good morning

Nice note. Thank you. [REDACTED]

From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 10:23:10 AM
Subject: RE: Good morning

Thank you Sir, the strike is not for me I love working and I was never promised anything, it's been a while since campus monitors had a meeting please lets put one together we are the front liner's
Thank you.

From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

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Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 10:27:37 AM
Subject: Re: Good morning

Love you, buddy. Hugs.

[REDACTED]

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Superintendent <Superintendent@scusd.edu>
Date: 4/11/19 7:25 AM (GMT-08:00)
To: Superintendent <Superintendent@scusd.edu>
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 11:33:25 AM
Subject: RE: Good morning

Dear Mr. Aguilar,

You have my support and respect, sir. May the Lord bless you with strength and patience as you navigate the challenging waters of SCUSD in this interesting epoch!

[REDACTED]

From: Superintendent
Sent: Thursday, April 11, 2019 7:24 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 12:19:28 PM
Subject: RE: Good morning

Did you step into a teacher role today?



From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 2:33:54 PM
Subject: RE: Good morning

Thank you, and to you as well.

[REDACTED]

From: Superintendent
Sent: Thursday, April 11, 2019 7:24 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 2:50:54 PM
Subject: RE: Good morning

Thank you!

[REDACTED]

From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 3:04:10 PM
Subject: Re: Good morning

Hello Mr. Aguilar,

Thank you for your professional and gracious email this morning. I appreciate all that you do for our district. I know that you have the students' best interest at heart. I am sorry that you've inherited a financial mess at Sac City. It is an extremely difficult situation for everyone and I truly hope and pray that we can somehow find a way to fix our financial crisis. Please have faith, I believe in our district, our community, and most importantly, our students.

Respectfully,

[REDACTED]
Sent from my iPhone

On Apr 11, 2019, at 7:24 AM, Superintendent <Superintendent@scusd.edu> wrote:

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [Jorge Aguilar](#)
To: [Stephan Brown](#)
Date: 4/12/2019 1:32:31 PM
Subject: FW: positive emails to this morning's email
Attachments: RE: Good morning
RE: Good morning (1)

Mr. Brown,

I will be sending you a series of these emails and ask that you include in our directory- you may have to find the sites of each individual. Take care.

From: Martina Gomez
Sent: Thursday, April 11, 2019 5:13 PM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: positive emails to this morning's email

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 4:12:58 PM
Subject: RE: Good morning

Dear Mr. Aguilar,

Thank you for your very kind message. I very much appreciate it.

I want to also apologize for some of the very inappropriate signs that were held by some of my fellow teachers. I was embarrassed and ashamed. I broke out in tears today seeing the waste and excess. I pray that others see the same.

Lastly, I am surprised that there is such a lack of comprehensive information flowing. We all need to become more transparent and truly collaborate to find a resolution. I have the luxury of being able to get the information, willingness to listen, and have a more clear understanding of both perspectives. I hope that as we proceed forward that we can all work together for the true good of the children that we serve.

I appreciate the fact that you stepped into a situation that was already filled with landmines. I wish you only the best to help us navigate through them. I send you strength to do just that.

Best

From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [REDACTED]
To: [Superintendent](#)
Date: 4/11/2019 4:29:38 PM
Subject: RE: Good morning

Thank you for your best wishes. I am saddened by the actions taken today and hope with all my heart for my students and their families we (both union and district) can find common ground and reach decisions with the student's interest at heart.

[REDACTED]

From: Superintendent
Sent: Thursday, April 11, 2019 7:23 AM
To: Superintendent
Subject: Good morning

Dear Colleagues,

I realize today will not be an easy day for us as a team. I am writing to send my best wishes and to express my strong support for the work you do every day for our students.

Wherever you are when you read this message, please know that I am honored to be your colleague and to have the opportunity to work alongside you. I recognize we have a lot of work to do to bring all of us together around shared priorities and a common set of goals. We may not be at that point today. However, I am optimistic that through listening and collaboration, we will get there and be better for it.

Thank you for the work that you do and thank you for reading this message.

Sincerely,

Jorge A. Aguilar

From: [Google Alerts <googlealerts-noreply@google.com>](#)
To: [Alex Barrios](#)
Date: 4/12/2019 5:18:13 PM
Subject: Google Alert - sacramento city unified school district

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sacramento city unified school district

As-it-happens update April 13, 2019

WEB

[1609 Burnett Way, Sacramento, CA 95818](#)

Movoto

For Sale - 1609 Burnett Way, Sacramento, CA. ... Burnett Way is located in the Land Park neighborhood in the **Sacramento City Unified School District**



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[Teachers Union Offers to Meet](#)

Choosing Democracy

One day after a teachers strike alleging unfair labor practices by the **Sacramento City Unified School District**, and the district's call for a "cease-fire," the ...



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[Sac city gym](#)

Kingdom of God Church International

On Tuesday, November 2, 2015, California Middle School and the **Sacramento City Unified School District** celebrated the grand opening of the new ...



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From: [Victoria Flores](#)
To: [REDACTED]
Date: 4/12/2019 1:26:04 PM
Subject: voicemail

Hi [REDACTED]

I just wanted to confirm that I received your email from 4/11 stating you will be participating in the SCTA strike. I hope all is going well today at Sloat.

Take care –

Victoria

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]

Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

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From: [Victoria Flores](#)
To: [Tenley Luke](#)
Date: 4/10/2019 12:14:06 PM
Subject: Work Stoppage - Medical Documents
Attachments: Volunteer Agreement Form 18-19.pdf

Dear Principal Luke,

As I shared at yesterday's meeting, the Health Services team has been working to equip you with the tools and resources to meet the health needs of your students in the event of a strike. Your school's Work Stoppage Google Folder has a sub-folder called Medical Care.

Hollywood Park:

<https://drive.google.com/> [REDACTED]

Medical Care:

<https://drive.google.com/> [REDACTED]

We have uploaded the following resources to your Medical Care folder:

- *Health Services Contingency Checklist and Forms:*
 - This document includes:
 - § *School Contingency Plan Checklist* – this lists the documents that you need to complete and keep on hand. You will see that the first item *Student Contingency Plan for Medical Care* has been checked off as completed. Please see the Student Plans section below for more information.
 - § *Emergency Medication Administration Contingency Plan* – Please complete this document for each student who has Emergency medication such as epinephrine or diastat.
 - § *Stock Epinephrine Administration Contingency Plan* – Your 18-19 roster of trained volunteers should be in your Epi-Pen binder. If everyone on your list for this year is SCTA, please review rosters for previous years to assess if a non-SCTA member has volunteered in the past. If yes, they can complete the enclosed 18-19 Volunteer Agreement and fill in the Training Box on page 2 with the training date and Nurse information from a previous school year. *If you are unable to identify a trained volunteer who will be present on 4/11/19, please contact Health Services immediately at (916) 643-9412.*
 - § *Daily Medication Administration Contingency Plan* – This form is to account for your regular medication administration, such as inhalers or other daily medication taken.
- *Conditions & ECPs:*
 - We have generated a Health Condition Alerts Report for your school which includes all students with a health condition which has been flagged in Infinite Campus. We have highlighted any reference to an ECP (Emergency Care Plan), and included the most recent ECP documents for each condition. For some students, you may find that the ECP included is from a previous school year or lists the school, grade, and teacher who were assigned to the student at the time the ECP was created. *Please ensure that any Replacement Teachers or Substitutes have a copy of any ECPs for students who will be in their care.*
- *Student Plans (if applicable):*
 - If any of your students receive direct medical care through a 504 accommodation, we have created a contingency plan for this student which outlines the level of coverage they receive, who currently provides their care, and who will be providing their care during a strike. We have included Student Profiles, ECPs, and any standing orders we have access to centrally. *Please check these to ensure that you attach any signed 504 plans or doctor's orders (signed by both doctor and guardian) you have on site which may be more recent than what we included in the packet.*
 - If any of your students receive direct medical care through their IEP, Special Education will be uploading a contingency plan for them. *Please check back later if you do not yet see this documentation in the folder.*

Please feel free to call the Health Services Dept at (916) 643-9412. We will be here all day Thursday and we will have our Nurse Manager (Tami Cisneros, RN/Coordinator II) available to address any questions or concerns.

Health Services Coordinator II - Tami Cisneros' direct line is [REDACTED]

Health Services Technician - Rebecca Wall's direct line is [REDACTED]

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]
Victoria-flores@scusd.edu

"Our vision is to serve all students with compassion and care, ensuring families have equitable access to systems of support that promote hope, resilience, empowerment, physical and mental wellness and educational success."

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From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
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Google Alerts

sacramento city unified school district

As-it-happens update April 12, 2019

WEB

[District calls for 'cease-fire' after Sacramento City Unified teachers stage one-day strike](#)

theworldnews

More than 2,000 teachers across the **Sacramento City Unified School District** walked picket lines Thursday morning for the first time in 30 years, ...



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mypetraw.com

Alvin Brown is Jacksonville's seventh mayor since the **Sacramento City Unified School District** District highlights from NCTQ's Roll call: The importance ...



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From: [Gary Coartney](#)
To: [SCUSD Strike Team](#)
[Ken McPeters](#)
[Adrian Williams](#)
[Catalina Martinez](#)
[Vanessa Marrero](#)
[Christina Espinosa](#)
[Kelly Dunkley](#)
[Stephan Brown](#)
[Keyshun Marshall](#)
[Tanisha Turner](#)
[Jacqueline Rodriguez \(Coordinator SSHS\)](#)
[Manpreet Kaur](#)
[Linda Kingston](#)
[Gayle McKnight](#)
[Sean Alexander](#)
[Monica McRho](#)
[Becky Bryant](#)
[Gamine Curry](#)
[Lynne Ruvalcaba](#)
[Chad Sweitzer](#)
[Stanley Echols](#)
[Gerald Lowe](#)
[Nichole Wofford](#)
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[Aaron Pecho](#)
[Jay Elmquist](#)
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[Diana Flores](#)
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[Sarah Dhah](#)
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[Greg Purcell](#)
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[Matt Turkie](#)
[Doug Huscher](#)
[Ronald Hill](#)
[Lily Liemthongsamout](#)
[Jeannette Schroeder](#)
[Jennifer Osalbo](#)
[Christine Baeta](#)
[Vincent Harris](#)
[Amna Javed](#)
[Iris Taylor](#)

[Melody Hartman](#)

[Debra Hetrick](#)

[Pakou Woo](#)

[Aliya Holmes](#)

[Kari Hanson-Smith](#)

[Mary HardinYOUNG](#)

[Jennifer Kretschman](#)

[Ed Eldridge Supt Office](#)

[Rhonda Rode](#)

Date: 4/9/2019 7:00:13 PM

Subject: Re: WS Deployment Assignment 4-11-19

Received

Get [Outlook for Android](#)

On Tue, Apr 9, 2019 at 6:10 PM -0700, "Rhonda Rode" <Rhonda-Rode@scusd.edu> wrote:

Received

thank you



Rhonda Rode | Director, Student and Data Systems

Office: 916.643.7430 | Cell: 916.822.1886

rhonda-rode@scusd.edu

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From: SCUSD Strike Team

Sent: Tuesday, April 9, 2019 4:04 PM

To: Ken McPeters <Ken-McPeters@scusd.edu>; Adrian Williams <Adrian-Williams@scusd.edu>; Catalina Martinez <Catalina-Martinez@scusd.edu>; Vanessa Marrero <Vanessa-Marrero@scusd.edu>; Christina Espinosa <CEspinosa@scusd.edu>; Kelly Dunkley <Kelly-Dunkley@scusd.edu>; Stephan Brown <Stephan-Brown@scusd.edu>; Keyshun Marshall <Keyshun-Marshall@scusd.edu>; Tanisha Turner <Tanishtu@scusd.edu>; Jacqueline Rodriguez (Coordinator SSHS) <Jacqueline-Rodriguez@scusd.edu>; Manpreet Kaur <Manpreet-Kaur@scusd.edu>; Linda Kingston <Linda-Kingston@scusd.edu>; Gayle McKnight <gaylemc@scusd.edu>; Sean Alexander <Sean-Alexander@scusd.edu>; Monica McRho <MonicaMc@scusd.edu>; Becky Bryant <BeckyBr@scusd.edu>; Gamine Curry <Gamine-Curry@scusd.edu>; Rhonda Rode <Rhonda-Rode@scusd.edu>; Lynne Ruvalcaba <Lynne-Ruvalcaba@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Stanley Echols <Stan-Echols@scusd.edu>; Geral Lowe <Gerald-Lowe@scusd.edu>; Nichole Wofford <Nichole-Wofford@scusd.edu>; Mikila Fetzer <Mikila-Fetzer@scusd.edu>; Lisa Moore <Lisa-Moore@scusd.edu>; Aaron Pecho <Aaron-Pecho@scusd.edu>; Jay Elmquist <Jay-Elmquist@scusd.edu>; Nathaniel Browning <Nathaniel-Browning@scusd.edu>; Gary Coartney <Gary-Coartney@scusd.edu>; Amari Watkins <Amari-Watkins@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>; Victoria Flores <Victoria-Flores@scusd.edu>; Diana Flores <Diana-Flores@scusd.edu>; Toni Westermann <Toni-Westermann@scusd.edu>;

Katy Hensley <Katy-Hensley@scusd.edu>; Kent Jones <Kent-Jones@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>; Mary Struhs <Mary-Struhs@scusd.edu>; Cathy Morrison <Cathy-Morrison@scusd.edu>; Jessica Wharton <Jessica-Wharton@scusd.edu>; Onniel Sanchez <Onniel-Sanchez@scusd.edu>; Roxanne Findlay <Roxannfi@scusd.edu>; Glennielyn Pacheco <Glennielyn-Pacheco@scusd.edu>; David Edgar <David-Edgar@scusd.edu>; Ted Appel <AppelT@scusd.edu>; Jack Kraemer <Jack-Kraemer@scusd.edu>; Jim Dobson <JimD@scusd.edu>; Luda Hedger <HedgerL@scusd.edu>; Vanessa Girard <Vanessa-Girard@scusd.edu>; Kal Phan <Kal-Phan@scusd.edu>; Jacquie Bonini <Jacquie-Bonini@scusd.edu>; Kathryn Brown SPED <Kathryn-Brown@scusd.edu>; Uve Dahmen <Uve-Dahmen@scusd.edu>; Marcus Strother <Marcus-Strother@scusd.edu>; Tu Moua <Tu-Moua@scusd.edu>; Jerry Uhl <Jerry-Uhl@scusd.edu>; Gloria Chung <Gloria@scusd.edu>; Andrea Nava <Andrea-Nava@scusd.edu>; Doris Reese <Doris-Reese@scusd.edu>; Amaya Weiss <Amaya-Weiss@scusd.edu>; Mark Carnero <Mark-Carnero@scusd.edu>; Dianne Brown <Dianne-Brown@scusd.edu>; Steve Bruno <Steve-Bruno@scusd.edu>; Jacob Walker <Jacob-Walker@scusd.edu>; Charlotte Chadwick <CharloCh@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Kelley Odipo <Kelley-Odipo@scusd.edu>; Karen Wiker <WikerK@scusd.edu>; Nancy Purcell <Nancypu@scusd.edu>; Noel Estacio <Noel-Estacio@scusd.edu>; Sarah Dhah <Sarah-Dhah@scusd.edu>; Cindy Nguyen <Cindy-Nguyen@scusd.edu>; Dan Sanchez <Dan-Sanchez@scusd.edu>; GioVonna Washington-Woodfy <Giovonna-Washington@scusd.edu>; Greg Purcell <GregPu@scusd.edu>; Alain Contreras <Alain-Contreras@scusd.edu>; Rose Moya <MoyaR@scusd.edu>; Kristina Reyes <Kristina-Reyes@scusd.edu>; Matt Turkie <Matt-Turkie@scusd.edu>; Doug Huscher <Doug-Huscher@scusd.edu>; Ronald Hill <HillR@scusd.edu>; Lily Liemthongsamout <Lily-Liemthongsamout@scusd.edu>; Jeannette Schroeder <Jeannette-Schroeder@scusd.edu>; Jennifer Osalbo <Jennifer-Osalbo@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>; Vincent Harris <Vincent-Harris@scusd.edu>; Amna Javed <Amna-Javed@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>; Melody Hartman <Melody-Hartman@scusd.edu>; Debra Hetrick <Debra-Hetrick@scusd.edu>; Pakou Woo <Pakou-Woo@scusd.edu>; Aliya Holmes <Aliya-Holmes@scusd.edu>; Kari Hanson-Smith <Kari-Hanson-Smith@scusd.edu>; Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>; Jennifer Kretschman <Jennifer-Kretschman@scusd.edu>; Ed Eldridge Supt Office <Ed-Eldridge@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>; Cathy Allen <Cathy-Allen@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Vincent Harris <Vincent-Harris@scusd.edu>; Elliot Lopez <Elliot-Lopez@scusd.edu>; John Quinto <John-Quinto@scusd.edu>; Alex Barrios <Alex-Barrios@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>; Raoul Bozio <Raoul-Bozio@scusd.edu>; Jake Hansen <Jake-Hansen@scusd.edu>; Monica Garland <MonicaGa@scusd.edu>

Subject: WS Deployment Assignment 4-11-19

Hello Central Office Staff,

Thank you for your support to the district. We appreciate you more than you know. Given the notice the District received regarding the strike on Thursday, 4/11/19, we will not initiate the phone tree at this time. Please confirm you are in receipt of this e-mail by replying to this e-mail.

Please be aware, in the last few weeks we have received information from various departments and sites that required that we make some adjustments to your assignments. Please check the attached deployment schedule as your assignment may have changed. Please be sure to check with your site principal to learn of any arrival instructions they may have which might include: specific arrival time, where to report and general plans for the day. Please keep in mind, if you hold a credential, your assignment may include providing "certificated" supervised support. We are also asking that you work with the principal to identify preschool classrooms and if there is a teacher present in the preschool classroom. If not, please post the attached sign on the door of the pre-school classroom.

Please be advised that your assignment may change on the morning of April 11, 2019.

CONFIDENTIALITY NOTICE: This communication may contain privileged (confidential) information only for use by the intended recipient(s) including student, personnel, deliberative process, attorney-client, work product and other privileged information protected under state and federal law. Unless you are the intended addressee, you may not use, copy, disclose, or distribute privileged information (or any privileged information as attachments) to anyone. Unauthorized use or dissemination of privileged information, regardless of the means of transmission, is subject to civil action and/or criminal penalties. If you received this communication in error, please notify the sender by reply e-mail or by telephone and delete the communication. Thank you for your cooperation.

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To learn more about Sacramento City Unified School District, please visit our website www.scusd.edu

From: [Daniel-Roller](#)
To: [Victoria Flores](#)
Date: 4/10/2019 1:59:28 PM
Subject: RE: Work Stoppage - Medical Documents

Thanks!

Danny

From: Victoria Flores
Sent: Wednesday, April 10, 2019 11:16 AM
To: Daniel-Roller
Subject: Work Stoppage - Medical Documents
Importance: High

Dear Principal Roller,

As I shared at yesterday's meeting, the Health Services team has been working to equip you with the tools and resources to meet the health needs of your students in the event of a strike. Your school's Work Stoppage Google Folder has a sub-folder called Medical Care.

Oak Ridge:
<https://drive.google.com/> [REDACTED]
Medical Care:
<https://drive.google.com/> [REDACTED]

We have uploaded the following resources to your Medical Care folder:

- [Health Services Contingency Checklist and Forms:](#)
 - This document includes:
 - § [School Contingency Plan Checklist](#)— this lists the documents that you need to complete and keep on hand. You will see that the first item *Student Contingency Plan for Medical Care* has been checked off as completed. Please see the Student Plans section below for more information.
 - § [Emergency Medication Administration Contingency Plan](#)— Please complete this document for each student who has Emergency medication such as epinephrine or diastat.
 - § [Stock Epinephrine Administration Contingency Plan](#)— Your 18-19 roster of trained volunteers should be in your Epi-Pen binder. If everyone on your list for this year is SCTA, please review rosters for previous years to assess if a non-SCTA member has volunteered in the past. If yes, they can complete the enclosed 18-19 Volunteer Agreement and fill in the Training Box on page 2 with the training date and Nurse information from a previous school year. *If you are unable to identify a trained volunteer who will be present on 4/11/19, please contact Health Services immediately at (916) 643-9412.*
 - § [Daily Medication Administration Contingency Plan](#)— This form is to account for your regular medication administration, such as inhalers or other daily medication taken.
- [Conditions & ECPs:](#)
 - We have generated a Health Condition Alerts Report for your school which includes all students with a health condition which has been flagged in Infinite Campus. We have highlighted any reference to an ECP (Emergency Care Plan), and included the most recent ECP documents for each condition. For some students, you may find that the ECP included is from a previous school year or lists the school, grade, and teacher who were assigned to the student at the time the ECP was created. *Please ensure that any Replacement Teachers or Substitutes have a copy of any ECPs for students who will be in their care.*
- [Student Plans \(if applicable\):](#)
 - If any of your students receive direct medical care through a 504 accommodation, we have created a contingency plan for this student which outlines the level of coverage they receive, who currently provides their care, and who will be providing their care during a strike. We have included Student Profiles, ECPs, and any standing orders we have access to centrally. *Please check these to ensure that you attach any signed 504 plans or doctor's orders (signed by both doctor and guardian) you have on site which may be more recent than what we included in the packet.*
 - If any of your students receive direct medical care through their IEP, Special Education will be uploading a contingency plan for them. *Please check back later if you do not yet see this documentation in the folder.*

Please feel free to call the Health Services Dept at (916) 643-9412. We will be here all day Thursday and we will have our Nurse Manager (Tami Cisneros, RN/Coordinator II) available to address any questions or concerns.

Health Services Coordinator II -Tami Cisneros' direct line is [REDACTED]
Health Services Technician - Rebecca Wall's direct line is [REDACTED]

Victoria Flores, MSW
Director, Student Support & Health Services
District 504 Coordinator
(916) 643-9144 (office)
[REDACTED]
Victoria-flores@scusd.edu

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[REDACTED]

From: [REDACTED]
Sent: Tuesday, April 9, 2019 10:08 PM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: RE: End of week message

I am sorry that all the issues with SCTA have taken a front seat to what is really important, the students. Tonight the final four teams played basketball at [REDACTED]. All players were amazing and the games were fantastic! I am very proud to share with you the photos [REDACTED] and his team after winning their conference. I am very excited about the final game tomorrow and for a great game played by the students.

[REDACTED] This has been an amazing experience, especially during this difficult time. Thank you.

[REDACTED]

[REDACTED]

From: Jorge Aguilar
Sent: Monday, April 08, 2019 1:30 PM
To: [REDACTED]
Cc: Lisa Allen
Subject: RE: End of week message
[Sure thing, Julie!](#)

From: [REDACTED]
Sent: Monday, April 8, 2019 1:22 PM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: RE: End of week message

I will, the next games are today.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Superintendent
Sent: Monday, April 8, 2019 9:11 AM
To: Jorge Aguilar <JAguilar@scusd.edu>
Cc: Lisa Allen <Lisa-Allen@scusd.edu>
Subject: FW: End of week message

From: [REDACTED]
Sent: Friday, April 5, 2019 7:00 PM
To: Superintendent <Superintendent@scusd.edu>
Subject: RE: End of week message

Thank you for your commitment and diligence to our students, to my students and own kids. I know this situation isn't great for anyone. To help brighten your day and weekend, here is a photo of [REDACTED] team receiving their trophy for Warriors #2 Division winners. They won today and will play on Monday in the semi-finals. Thanks for putting together these opportunities for our students. Have a great weekend and I hope and pray that next week will be better with a positive outcome and not a strike. I know you will do your best. I just pray that SCTA will be ready to compromise and truly put students first.

Julie Del Agua
Technology Teacher

Albert Einstein Middle School
9325 Mirandy Drive
Sacramento, Ca. 95826

From: Superintendent
Sent: Friday, April 05, 2019 6:40 PM
To: Superintendent
Subject: End of week message
Dear Colleagues,

While I would like to write about so many things that I was honored to see this week, participate in, or was aware that happened, I understand this week has been filled with many strong emotions, wonderings, and questions.

Despite wanting to write about what I saw during school visits, events recognizing staff work, interactions with students learning about high school graduation requirements, watching elementary basketball games, or attending receptions honoring students and staff across our district, I recognize we are all taking time to personally reflect on how we feel about the current situation facing Sac City Unified Schools.

I do not believe it is my place to render judgment on anyone's feelings. What I do want to say is that I am extremely proud to be your colleague. I want what all of you want—only the best for our students, employees, and families. I am committed to treating each and every member of our team with dignity and respect in all of our interactions. We are all employees of the same team, serving the same students and with the common goal of giving them every opportunity to reach their full potential.

Our students depend on us for a quality education and the same opportunities that we have had in our lives. I believe we need to invest more to achieve equity in our schools and success for all of our students. I believe we need to invest in people and programs so our students can graduate from our District schools, college and career-ready. Together, we will find a way to do this.

Thank you for the work you are doing for our students and families. I appreciate your ongoing commitment to serving our students and their needs. As always, feel free to message me with any thoughts, feelings or concerns you have.

Sincerely,

Jorge A. Aguilar

From: [Cancy McArn](#)
To: [Suzanne McKelvey](#)
[Elliot Lopez](#)
Date: 4/26/2019 11:45:48 AM
Subject: RE: IMPORTANT - Staff attendance verification required by NOON 04/26

Hi,

You should mark classified employees as usual, they should be marked by their hours.

Let me know if that doesn't answer the question, thanks.

From: Suzanne McKelvey <Suzanne-McKelvey@scusd.edu>
Sent: Friday, April 26, 2019 11:37 AM
To: Elliot Lopez <Elliot-Lopez@scusd.edu>
Cc: Cancy McArn <Cancy-McArn@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>
Subject: RE: IMPORTANT - Staff attendance verification required by NOON 04/26

Perfect. I will be done once I receive this information.

Suzanne McKelvey
Principal, Camellia Basic
suzanne-mckelvey@scusd.edu
916.395.4520

From: Elliot Lopez
Sent: Friday, April 26, 2019 11:25 AM
To: Suzanne McKelvey <Suzanne-McKelvey@scusd.edu>
Cc: Cancy McArn <Cancy-McArn@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>
Subject: RE: IMPORTANT - Staff attendance verification required by NOON 04/26

Hi Suzanne:

Great question – I'm looping Cancy in here for direction on how best to record this information.

Thank you,
Elliot

From: Suzanne McKelvey
Sent: Friday, April 26, 2019 11:19 AM
To: Elliot Lopez <Elliot-Lopez@scusd.edu>
Subject: RE: IMPORTANT - Staff attendance verification required by NOON 04/26

Hi Elliot,

For SEIU members who are 3 hour or 5 hour employees, do I mark them ½ or full day?
I also had one SEIU member who [REDACTED] How do I mark her?

Suzanne McKelvey
Principal, Camellia Basic
suzanne-mckelvey@scusd.edu
916.395.4520

From: Elliot Lopez
Sent: Thursday, April 25, 2019 5:04 PM
To: Principals-All <Principals-All@scusd.edu>
Cc: Mary HardinYOUNG <Mary-HardinYoung@scusd.edu>; Chad Sweitzer <Chad-Sweitzer@scusd.edu>; Christine Baeta <Christine-Baeta@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>; Tu Moua <Tu-Moua@scusd.edu>; Iris Taylor <Iris-Taylor@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>
Subject: IMPORTANT - Staff attendance verification required by NOON 04/26
Importance: High

















Dear Principal:

Thank you for the continued hard work!

The district is currently reconciling staff attendance recorded during the work stoppage of 04/11. In order to ensure that this information is complete, your review and verification of attendance data is required by noon on Friday, 04/26. Please refer to your local attendance records while using the following procedure to complete the verification process:

1. [Click here](#) to access staff attendance information submitted by your school to the district. A separate file is provided for each school. Please ensure that you and/or your staff are logged in to Google Drive using your district credentials in order to view the files.

Shared with me > Work Stoppage Attendance Forms - IT > Staff Attendance Validation > K-8

| Name | Owner | Last modified | ↓ | File |
|--|-------------|---------------------------------|---|------|
|  445 JOHN H. STILL - K-8  | John Garcia | 4:00 PM Jay Elmquist | | — |
|  138 MARTIN L. KING JR ELEMENTARY  | John Garcia | 3:59 PM Rhonda Rode | | — |
|  173 ALICE BIRNEY WALDORF - K-8  | John Garcia | 3:50 PM Roxanne Cruz Jeffers... | | — |
|  111 JOHN MORSE THERAPEUTIC  | John Garcia | 3:45 PM Roxanne Cruz Jeffers... | | — |
|  420 ROSA PARKS MIDDLE SCHOOL  | John Garcia | 3:36 PM John Garcia | | — |
|  350 GENEVIEVE DIDION ELEMENTARY  | John Garcia | 3:36 PM Roxanne Cruz Jeffers... | | — |
|  151 LEONARDO da VINCI ELEMENTARY  | John Garcia | 3:20 PM John Garcia | | — |
|  010 A. M. WINN - K-8  | John Garcia | 2:50 PM John Garcia | | — |

2. Two tabs are included in each file. The "Assigned Staff" tab includes a list of all staff with an assignment at your school, as exported from the Escape system. The "Unmatched Records" tab includes the names of any staff included in the scanned paper file(s) submitted to the Strike Team by your school, but which do not appear to have an assignment at your school, or who are not present in the Escape system.

| | | | | |
|---|--|--|--|--|
| 46 | | | | |
| 47 | | | | |
| 48 | | | | |
| <div> + ☰ Assigned Staff ▾ Unmatched Records ▾ </div> | | | | |

Please review the list of staff included in each tab in your school's file and confirm that a "Present" or "Absent" entry is accurately reflected in the Attendance column (Column H) for each employee. If the field is blank, please provide the correct information for the given employee – all staff "Present" and "Absent" must be noted explicitly.

| F | G | H |
|----------|--------------|--------------|
| Descr | Barg Unit Id | Attendance ▾ |
| H. STILL | SEIU | Present ▾ |
| H. STILL | SCTA | Absent ▾ |
| H. STILL | SCTA | Absent ▾ |

- For each recorded absence, please confirm that a reason is provided in the "Report Reason for Absence" column (Column I). Please do not leave the field blank, as it will be used as the basis for determining if salary adjustments are required for each employee.

| H | I |
|--------------|---------------------------|
| Attendance ▾ | Report Reason for Absence |
| Absent ▾ | Strike |

- For each absence, please enter the name of the substitute assigned to backfill for the absent employee in the "Substitute Name" column (Column J). Indicate whether the substitute was present for a "Full" or "½ Day" in the "Full or ½ Day" column (Column K). Please do not leave this field blank.

| I | J | K |
|---------------------------|-----------------|-----------------|
| Report Reason for Absence | Substitute Name | Full or 1/2 Day |
| PN | | Full |

- When all employee attendance information has been completed and verified, notify your Instructional Assistant Superintendent via email. Please be sure to copy striketeam@scusd.edu on the notification message.

Accurate staff attendance data is vital to understanding the breadth of our recent work stoppage, and to ensuring that payroll and other district processes can be executed successfully. Your partnership in collecting and certifying the accuracy of this critical information is truly appreciated.

Please contact your Instructional Assistant Superintendent with any questions.

Thank you,
Elliot

Elliot Lopez
Chief Information Officer
Sacramento City Unified School District

5735 47th Avenue - Box 808
Sacramento CA 95824
916-643-7900 | <http://www.scusd.edu>

From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
To: [Alex Barrios](#)
Date: 4/5/2019 2:18:41 AM
Subject: Google Alert - sacramento city unified school district

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sacramento city unified school district

As-it-happens update April 5, 2019

WEB

[5318 59th St, Sacramento, CA 95820](#)

Movoto

For Sale - 5318 59th St, Sacramento, CA. ... Sacramento, CA 95820 the Tallac Village neighborhood in the **Sacramento City Unified School District**



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[Berkeley unified school district calendar](#)

Andrew Johnson, DDS

Sylvia Mendez is Berkeley Unified School District's only Two-Way The **Sacramento City Unified School District** announced Wednesday that its ...



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[Democrats doubling down on identity politics for 2020 elections](#)

Zenith News

Sacramento City Unified Teachers Union Authorizes Possible Strike ... Sacramento Unified **School District** on Verge of Insolvency While Super Takes ...



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From: [Victoria Flores](#)
To: [Jacqueline Rodriguez \(Coordinator SSHS\)](#)
[Nichole Wofford](#)
[Jessica Wharton](#)
Date: 4/11/2019 7:20:07 PM
Subject: Fwd: Friday 4/12

Good evening -

Just an FYI - this was not an ask - but rather a directive. Between Mai Xis and our team we will do our best to respond, therefore I may be calling on all of you (and the rest of the Connect Center) as needed.

Thank you -

Victoria

Sent from my iPhone

Begin forwarded message:

From: Iris Taylor <Iris-Taylor@scusd.edu>
Date: April 11, 2019 at 5:50:24 PM PDT
To: Mai Xi Lee <LeeM@scusd.edu>, Victoria Flores <Victoria-Flores@scusd.edu>
Cc: Doug Huscher <Doug-Huscher@scusd.edu>, Lisa Allen <Lisa-Allen@scusd.edu>
Subject: Friday 4/12

Hi Mai Xi and Victoria,

In the aftermath of today's strike, we are anticipating that sites may need support for the students as well as the adults as they try to rebuild community and heal. Please let the team know that we need to be available and responsive to request from sites. Superintendent will shortly send out an email shortly offering this service from Serna so you may receive emails/calls from principals.

Thanks,

Iris

Iris Taylor, Ed.D.
Chief Academic Officer
Sacramento City Unified School District
5735 47th Ave
Sacramento, CA 95824
916-643-9086

From: [Cancy McArn](#)
To: [Tiffany Smith-Simmons](#)
[Roxanne Findlay](#)
[Monica Garland](#)
[Jake Hansen](#)
[Cindy Nguyen](#)
[Christina Villegas](#)
Date: 4/12/2019 4:39:15 PM
Subject: Fwd: Strike Volunteers

Hi,

FYI :)

Begin forwarded message:

From: Jorge Aguilar <JAguilar@scusd.edu>
Date: April 12, 2019 at 4:34:02 PM PDT
To: Lisa Allen <Lisa-Allen@scusd.edu>, Cancy McArn <Cancy-McArn@scusd.edu>, James Tucker <James-Tucker@scusd.edu>
Subject: RE: Strike Volunteers

Thank you for your email, James - it was great seeing you at the Principal's Dinner last week! Eventually, I hope to be able to go on a mountain bike ride with you. Take care.

-----Original Message-----

From: Superintendent
Sent: Friday, April 12, 2019 4:27 PM
To: Jorge Aguilar <JAguilar@scusd.edu>; Lisa Allen <Lisa-Allen@scusd.edu>; Cancy McArn <Cancy-McArn@scusd.edu>
Subject: FW: Strike Volunteers

-----Original Message-----

From: James Tucker <James-Tucker@scusd.edu>
Sent: Friday, April 12, 2019 4:05 PM
To: Superintendent <Superintendent@scusd.edu>; Olga L. Simms <Olga-Simms@scusd.edu>
Subject: Strike Volunteers

Good afternoon,

Our volunteers that made our day run smoothly was our Target Excellence after school program teachers and neighbors in Curtis Park. The command center sent me a 4th ERT which was helpful when I requested to split up my 3/4th grade class apart since it was our largest group.

Thank you,

Mr. Tucker

Sent from my iPhone

From: [Jorge Aguilar](#)
To: [Martina Gomez](#)
Date: 4/23/2019 7:42:23 AM
Subject: FW: Principals Meeting on 4/24

Martina,
Please put locations on my calendar - thanks!

-----Original Message-----

From: Iris Taylor
Sent: Monday, April 22, 2019 6:57 PM
To: Jorge Aguilar <JAguilar@scusd.edu>; Lisa Allen <Lisa-Allen@scusd.edu>; Vincent Harris <Vincent-Harris@scusd.edu>
Subject: Principals Meeting on 4/24

Hi Everyone,
The principals' meeting on 4/24 will take place in break out rooms due to the lay-off hearings taking place in the Community Rooms. The meeting will be from 8:00-11:30 and the IASs have scheduled the first 45 minutes to debrief the strike and the remaining part of the meeting will be on the CCI with a focus on measurement and SPSA completion. The principals will be with the IAS in the following rooms:

Tu - Indiana
Mary - Washington
Olga - CA
Chad -Kentucky
Christine - SC

Thanks
Iris

Sent from my iPhone

From: [Garrett Kirkland](#)
To: [Alex Barrios](#)
Date: 4/12/2019 4:00:14 PM
Subject: RE: comment

Up to you

From: Alex Barrios <Alex-Barrios@scusd.edu>
Sent: Friday, April 12, 2019 3:59 PM
To: Garrett Kirkland <Garrett-Kirkland@scusd.edu>
Subject: Re: comment

Do you want me to share that?

From: Garrett Kirkland <Garrett-Kirkland@scusd.edu>
Date: Friday, April 12, 2019 at 3:58 PM
To: Alex Barrios <Alex-Barrios@scusd.edu>
Subject: comment

Teachers here are already talking about another day strike the week we return

Garrett Kirkland
Principal, Hiram Johnson High School

From: [Superintendent](#)
To: [Stephan Brown](#)
Date: 4/9/2019 5:18:47 PM
Subject: Principals Bulletin - April 9, 2019

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Principals Bulletin - April 9, 2019

[View this email in your browser](#)



Principals Bulletin

April 9, 2019

Click [here](#) if you would like to view the Principals Bulletin online or click a title below to be taken to individual items.

All Grades

Action Required

- [SSHS/Bullying Prevention](#) | April 12, 2019
- [2019-20 Bell Schedules](#) | May 1, 2019
- [Event Notification](#)

Informational

- [Strike Updates on Our Website](#)
- [FREE Spring Break Meals for Kids](#)
- [SPSA Deadline Extension Information](#)
- [Schools Identified as Eligible for CSI and ATSI](#)
- [Blood Drive](#)
- [Layoff Workshop Sessions](#)
- [2019 Link Up Culminating Concerts "The Orchestra Swings"](#)

High Schools

Action Required

- **High School Science Pathway and Adoption of New Instructional Materials** |

April 23, 2019

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Our mailing address is:

Sacramento City Unified School District
5735 47th Ave.
Sacramento, CA 95824

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From: [Elliot Lopez](#)
To: [Cancy McArn](#)
[Tiffany Smith-Simmons](#)
[Jake Hansen](#)
[Monica Garland](#)
[Christina Villegas](#)
[Roxanne Findlay](#)

Date: 4/12/2019 3:53:35 PM

Subject: RE: Work Stoppage Summary - Invitation to edit

Hi all:

This is not the information that was requested from schools in the instructions provided before the strike:

Staff Attendance

School administrators should complete the Personnel Attendance Report located in Appendix C of the Principals' Work Stoppage Manual to record absences for any certificated or classified staff not present on the date of the planned work stoppage. Attendance should be recorded for regularly assigned school staff as well as any ERT or district staff temporarily allocated to provide support during the work stoppage. Please verify, sign, scan and transmit the completed Personnel Attendance Report to the SCUSD Strike Team<<mailto:striketeam@scusd.edu?subject=Staff/Student%20Attendance%20Documents>> tomorrow.

The detailed information provided in the form included in Appendix C of the Work Stoppage Manual allows the district to capture the number and names of staff absent on the day of strike, and to know which staff should be docked salary for that day.

Based on our records, we are still missing Appendix C documents for 33 schools. The updated list is reflected by a mark ("1") in the "Did Not Receive" column of the table below:

| Count of School # | Name | Status | | | | | |
|-------------------------|--|--------------------|--------------------|-----------------|-------------|----------|-------------|
| | | Complete 4/11/2019 | Complete 4/12/2019 | Did Not Receive | in Progress | Received | Grand Total |
| 4-8 | Success (4-8) | 1 | | | | | 1 |
| 4-8 Total | | 1 | | | | | 1 |
| 7-12 | Kit Carson IB (7-12) | | | 1 | | | 1 |
| | School of Engineering & Science (7-12) | | | 1 | | | 1 |
| 7-12 Total | | | | 2 | | | 2 |
| Elementary School Total | | 17 | 9 | 12 | 1 | 6 | 45 |
| High School | American Legion | | | 1 | | | 1 |
| | Arthur A. Benjamin Health Professions | 1 | | | | | 1 |
| | C. K. McClatchy | | | 1 | | | 1 |

| | | | | | | | |
|-----------------------------|---|----|----|----|---|----|----|
| | George W. Carver School of Arts & Science | | | 1 | | 1 | |
| | Hiram W. Johnson | | | 1 | | 1 | |
| | John F. Kennedy | | | 1 | | 1 | |
| | Luther Burbank IB | | | 1 | | 1 | |
| | Rosemont | | 1 | | | 1 | |
| | Sacramento Accelerated Academy | | | 1 | | 1 | |
| | Sacramento New Tech High | | | 1 | | 1 | |
| | The Academy | | | 1 | | 1 | |
| | The MET | | | 1 | | 1 | |
| | West Campus | | | 1 | | 1 | |
| High School Total | | 1 | 1 | 11 | | 13 | |
| Independent Study K12 | Capital City Indepent Study (K-12) | | | 1 | | 1 | |
| Independent Study K12 Total | | | | 1 | | 1 | |
| K-8 | A. M. Winn K-8 Waldorf | | 1 | | | 1 | |
| | Alice Birney K-8 Waldorf Inspired | 1 | | | | 1 | |
| | Genevieve Didion | | | 1 | | 1 | |
| | John Morse Therapeutic Center | 1 | | | | 1 | |
| | John Still | | | 1 | | 1 | |
| | Leonardo DaVinci | 1 | | | | 1 | |
| | Martin Luther King, Jr. | | | 1 | | 1 | |
| | Rosa Parks | | | 1 | | 1 | |
| K-8 Total | | 3 | 1 | 4 | | 8 | |
| Middle School | Albert Einstein | 1 | | | | 1 | |
| | California | | | 1 | | 1 | |
| | Fern Bacon | | | 1 | | 1 | |
| | Sam Brannan | | | 1 | | 1 | |
| | Sutter | 1 | | | | 1 | |
| | Will C. Wood | | 1 | | | 1 | |
| Middle School Total | | 2 | 1 | 3 | | 6 | |
| Grand Total | | 24 | 12 | 33 | 1 | 6 | 76 |

Sent: Friday, April 12, 2019 3:34 PM

To: Elliot Lopez <Elliot-Lopez@scusd.edu>; Tiffany Smith-Simmons <Tiffany-Smith-Simmons@scusd.edu>; Jake Hansen <Jake-Hansen@scusd.edu>; Monica Garland <MonicaGa@scusd.edu>; Christina Villegas <ChrisVi@scusd.edu>; Roxanne Findlay <Roxannfi@scusd.edu>
Subject: RE: Work Stoppage Summary - Invitation to edit

Hi,

That is the information from the strike email, which hasn't been compiled. We can go through the strike email and pull that . . . unless you already have parts of that completed?

Take Care,
Cancy

Cancy McArn | Chief Human Resources Officer
Sacramento City Unified School District
5735 – 47th Avenue | Sacramento, CA 95824
(916) 643-7474 cancy-mcarn@scusd.edu

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From: Elliot Lopez
Sent: Friday, April 12, 2019 3:29 PM
To: Cancy McArn <Cancy-McArn@scusd.edu>
Subject: RE: Work Stoppage Summary - Invitation to edit

This doesn't appear to have information about which staff were no shows at each site. That's the data we're trying to compile.

From: Cancy McArn (via Google Docs) [<mailto:drive-shares-noreply@google.com>]
Sent: Friday, April 12, 2019 3:27 PM
To: Elliot Lopez <Elliot-Lopez@scusd.edu>
Subject: Work Stoppage Summary - Invitation to edit

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cancy-mcarn@scusd.edu has invited you to **edit** the following document:



Work Stoppage Summary



Hi,

Here is the information from the ERT, Subs, and Central Office numbers from yesterday's event.

[Open in Docs](#)

From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
To: [Alex Barrios](#)
Date: 4/11/2019 11:18:15 AM
Subject: Google Alert - sacramento city unified school district

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sacramento city unified school district

As-it-happens update April 11, 2019

WEB

Sacramento City Unified teachers walk out for one-day strike

Big Education Ape

Hundreds of teachers across the **Sacramento Unified School District** walked out of their classrooms and onto picket lines Thursday morning for the first ...



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School Is Open April 11!

Rosemont High School - Sacramento City Unified School District

Good afternoon. This message is for all parents and families of students in the **Sacramento City Unified School District** regarding the planned teacher ...



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From: [Google Alerts <googlealerts-noreply@google.com>](mailto:googlealerts-noreply@google.com)
To: [Alex Barrios](#)
Date: 4/8/2019 12:22:19 AM
Subject: Google Alert - sacramento city unified school district

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As-it-happens update April 8, 2019

NEWS

[Sacramento Unified School District Tries To Avoid One-Day Strike](#)

CBS Sacramento

SACRAMENTO (CBS13) — The Superintendent of the **Sacramento Unified School District** is asking union leaders for a mediation in hopes of avoiding ...



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